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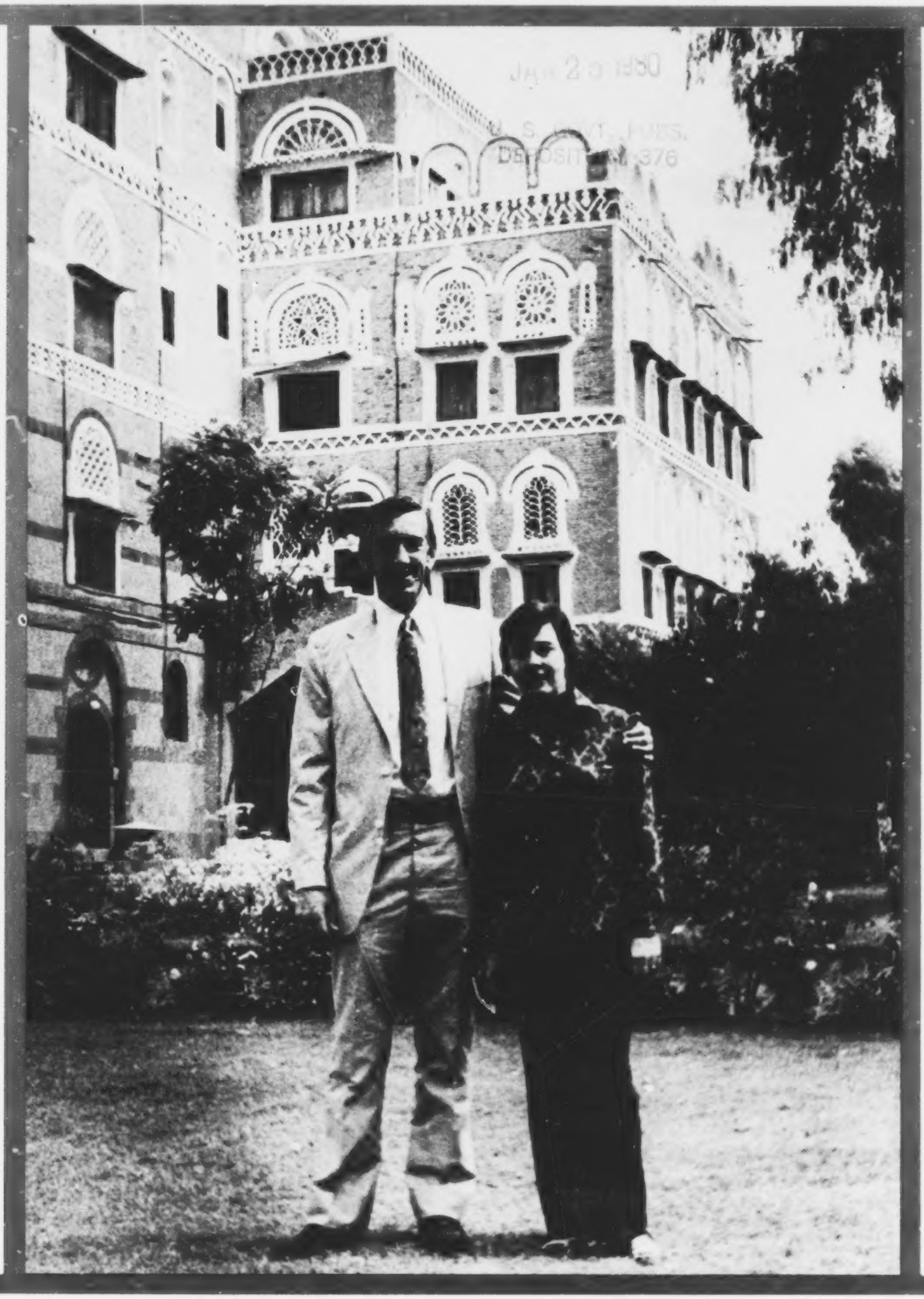
Department of State
NEWSLETTER
JANUARY 1980 • NO. 219



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LETTERS TO THE EDITOR

Evacuees say thanks

WASHINGTON

DEAR SIR:

We want to bring to the attention of all Foreign Service families and friends the wonderful treatment we received from the Department during our recent sudden evacuation from Pakistan. The entire operation was handled efficiently, and with special concern for those for whom the evacuation was most difficult: the bereaved, the injured, those suffering from emotional shock and the many families with small children.

One of the most impressive aspects of the evacuation was the cooperation among the evacuees themselves. Everyone pitched in to walk or comfort crying babies, to reassure anxious teens, or just to listen to someone who needed to talk. This growing mutual support system continued at the hotel.

In addition to helping each other, we received fine support from the professionals and volunteers at State, ICA and AID. We were met at the airport and whisked to the Sheraton-National Hotel, where our registration and the sorting of luggage was handled with a minimum of fuss. It always seemed as if someone was asking: "What can we do to help?" The Department provided 24-hour-a-day medical services at the hotel until the need diminished, as well as a control room that was manned around the clock. On Saturday, offices were opened by the various agencies to explain our rights, answer our questions, issue orders and hand out an advance in funds to those who were short.

We are especially grateful for the support of the Family Liaison Office (FLO) and the Association of American Foreign Service Women and its Housing Office. They cheerfully put in extra volunteer hours and willingly helped with numerous requests for information. With the help of FLO, we have now set up a Pakistan Evacuee Office which is publishing a weekly newsletter, forwarding mail and passing on information to all evacuees, both in the Washington area and around the country. (Telephone 632-9624.)

The general public, too, showed their generosity by offering housing to share, sending clothes and games, and even offering to teach if we established a school for our children.

Finally, we would like to thank all the old Pakistan hands—our former friends and neighbors—who turned up at Dulles Airport to make our arrival such an emotional and memorable experience.

Sincerely,
EMILY F. THURBER
FRAN M. CATERINI
On behalf of the
Pakistan Evacuation Group

A matter of taste

ROSSLYN, VA.

DEAR SIR:

I can't say that I "enjoyed" Mr. Traub's acerbic comment on the Moscow embassy [Letters to the editor, November]. In architecture, one applies the Latin motto "*De gustibus non disputandum est*" (in taste there is no disputing).

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However, he is in error. The building was designed by the San Francisco office of Skidmore, Owings & Merrill. The money paid the Soviets was for what they call "technical drawings." These are for the incorporation of American working drawings into the kinds of drawings used by the Soviets in their construction. These drawings include what we call "shop drawings"—drawings prepared by the contractor.

As to the architecture, Mr. Traub should hold his criticism until he has seen the finished product. It will be a handsome structure in a pleasant environment. I think the U.S. will be proud of it.

Sincerely,
WILLIAM L. SLAYTON
Deputy assistant secretary
Office of Foreign Buildings

On communicator promotions

MANILA

DEAR SIR:

I am distressed and saddened by yet another blow to the highly professional, dedicated and loyal communicators. The recent promotion panel recommended only approximately 61% of those promotions allocated in grades RU-8, S-6, 7 and 8. Incredible, when the fact is that anywhere from 35% to 45% of those eligible for promotion at any grade and any specialty in communications have performed at a level deserving of promotion.

This points out two very significant flaws that the director general failed to recognize or cope with. First, we have been so victimized in recent years that the panels start off in a negative fashion by being convinced that they must be frugal because that is what management is prepared to be. Second, the director general, instead of sending that panel back to work to increase the promotions to somewhere near those allocated, simply and routinely, dismissed them with a pat on the back for a job well done(?).

To those panelists who served

—(*Continued on Page 89*)

best copy available

Department of State
NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

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THE COVER—At Embassy San'a, Yemen Arab Republic: Ambassador George M. Lane and Mrs. Lane in front of residence they share with three embassy officers. The building, typical of Yemeni architecture, highlights the gingerbread-icing whitewash covering each stained glass window. (More photos on Page 48).

MIDDLE EAST REPORT

Hostages still being held as New Year begins

People at State march in support of the captives

There was no appreciable change in the situation in Tehran as the NEWSLETTER *went to press, early in 1980.*

THE PEOPLE of the State Department and other federal agencies in Washington held a massive outdoors rally on December 21 urging the release of the American hostages in Tehran. The event, at the noon hour, began with the display of a 25-foot-long petition outside the Department's C Street entrance. This was followed by a march to the Lincoln Memorial. When the State people arrived there, they found the other federal workers awaiting them. Altogether, an estimated 7,000 persons took part in the rally—marching, singing and praying, all this bracketing an emotion-laden moment of silence on the steps beneath the statue of the Great Emancipator.

Ambassador Harry G. Barnes Jr., director general of the Foreign Service, led the march in chilly weather, and conducted the program at the monument. The program was brief, and Mr. Barnes, speaking grimly and with determination, had only a few words of his own to say: "We gather today to send a message to our colleagues in Iran and to the world . . . and that message is that the hostages must be freed." The director general then said that a communication had been received from Bruce Laingen, charge d'affaires in Tehran, who was being held at the foreign ministry in the Iranian capital. Mr. Barnes read it aloud:

"To all our colleagues in Government service in Washington and around the world [said the message from Mr. Laingen]. We salute you, and we join with you in this demonstration of unity and support of those who represent us in silent dignity at

Part of the crowd at the rally. ***(Photo by Donna Gigliotti)***

Ambassador Barnes **addresses the federal employees.** ***(Photo by David M. Humphrey, Visual Services)***

our embassy in Tehran. On their behalf, we send you our best wishes for the promise of peace and good will that this season represents. We know we speak for all of the hostages in thanking all of you for your friendship and support, support that is strengthened in a conviction that our cause is right. One of our Marines held hostage has put it well in a comment that has reached the press: 'I'm leaving it up to my country and my people. I've got faith in them.'

"We share that faith. We join with him and you and all the other hostages today in a special prayer that good will and the spirit of justice will guide us, Americans and Iranians alike, toward a prompt and peaceful resolution of this crisis in a way that will be worthy of these two great nations. With that spirit, and recalling words heard at this great memorial and on other occasions in this crisis, too, 'We shall overcome.' "

Part of the 25-foot-long petition. ***(Photo by Catherine Elliott)***

Delivering the invocation, Marine Corps chaplain George Evans called the attention of those participating to "a common religious heritage—Catholic, Jewish, Protestant, Muslim." "O Father," he said, "cool the frenzied passions, and give strength and protection to the captives and faith and hope to their loved ones."

The federal employees sang "God Bless America" and "Battle Hymn of the Republic." They took the moment of silent reflection while the Marine Corps band played "O Come All Ye Faithful." The program closed with Michael S. Ryan, Marine soloist, singing "Let My People Go." Mr. Laingen had requested that these songs be sung.

Earlier, Alan K. Campbell, director of the Office of Personnel Management (successor agency to the U.S. Civil Service Commission), presented the petition to Mr. Barnes. An estimated 3,000 federal workers had signed the scroll, which was addressed "To the Government and People of Iran." It said at the top: "As employees of the United States Government and as citizens of this Nation, we have sworn to defend a Constitution preserving the Freedom and Self-Determination of all peoples and all nations. Therefore, in recognition of these high principles, we urge that you free the hostages being held illegally in Tehran. Let Our People Go."

Two weeks earlier, the lobby inside the C Street entrance had filled quickly with State people as President Carter arrived, unexpectedly, at the

The march to the monument. State Department building is in the background. ***(Photo by Robert E. Kaiser, Visual Services)***

FREE THE HOSTAGES

President Carter **in the Department, flanked by** ***Secretary Vance. (Photo by Catherine Elliott)***

Bruce Laingen

"We shall overcome."

Department. He had come to attend the latest in a series of briefings for families of the hostages, on the eighth floor. The President paused in the lobby to make impromptu remarks. The "one issue," he asserted, is "the early and safe release of the hostages." He added: "I am not interested in whether the shah was a good or bad leader . . . I do not want to confuse the issue . . ." The State employees applauded. Some wept openly. When the President left, they returned quietly to their work.

International Court orders release of U.S. hostages

In a unanimous decision on December 15, the International Court of Justice called on the government of Iran to "ensure the immediate release, without any exception," of the American hostages, and to restore the U.S. embassy and consulates "to the possession of the United States authorities under their exclusive control." The Iranian government should also, the court said, afford to the hostages the "immunities to which they are entitled . . . including immunity from any form of criminal jurisdiction." These things should be done, the order continued, "under the treaties in force between the two States and under general international law.

The order was signed in The Hague by the United Kingdom's Sir Humphrey Waldock, president of the court, which is the principal judicial organ of the UN. Concurring were jurists from 14 other nations — Nigeria, Poland, Senegal, France, the United States, the Soviet Union, Brazil, Argentina, India, Egypt, the Federal Republic of Germany, Japan, Syria and Italy. A copy of the order was sent to the UN secretary general for transmission to the Security Council, which earlier had called for release of the hostages.

The court said in its ruling: "There is no more fundamental prerequisite for the conduct of relations between States than the inviolability of diplomatic envoys and embassies . . . Throughout history nations of all creeds and cultures have observed reciprocal obligations for that purpose . . . The obligations thus assumed, notably those for assuring the personal safety of diplomats and their freedom from prosecution, are essential, unqualified, and inherent in their representative character and their diplomatic function. . .

"The institution of diplomacy, with its concomitant privileges and immunities, has withstood the test of centuries and proved to be an instrument essential for effective cooperation in the international community, and for enabling States, irrespective of their different constitutional and social systems, to achieve mutual understanding and to resolve their differences by peaceful means . . . The unimpeded conduct of consular relations, which have also been established between peoples since ancient times, is no less important in the context of present-day international law, in promoting the development of friendly relations among nations, and ensuring protection and assistance for aliens resident in the territories of other States . . . Therefore the privileges and immunities of consular officers and consular employees, and the inviolability of consular premises and archives, are similarly principles deep-rooted in international law. . .

"While no State is under any obligation to maintain diplomatic or consular relations with another, yet it cannot fail to recognize the imperative obligations inherent therein, now codified in the Vienna Conventions of 1961 and 1963, to which both Iran and the United States are parties."

The court said in another section of the ruling: "The Government of Iran maintains that the Court cannot and should not take cognizance of the present case, for the reason that the question of the hostages forms only 'a marginal and secondary aspect of an overall problem' involving the activities of the United States in Iran over a period of more than 25 years . . . It further maintains that any examination of the numerous repercussions of the Islamic revolution of Iran is essentially and directly a matter within the national sovereignty of Iran. . .

"However important, and however connected with the present case, the iniquities attributed to the United

Correction

Wesley Williams, pictured here and on Page 7 of last month's NEWSLETTER, is an offset photographer in the Department's Publishing and Reproduction Division. He is *not* the Wesley Williams, Marine security guard, who was released after being held hostage at Embassy Tehran. Through an inadvertence, the NEWSLETTER last month was given the photograph of State's Wesley Williams, rather than that of the Wesley Williams who is a Marine.

Mr. Williams

State's Wesley Williams is a Civil Service employee who joined the Department in 1966. From 1967 to 1970 he was in the Army and fought as a rifleman in Viet-Nam. He returned to State after completing his military service. He lives in Riverdale, Md. He told the NEWSLETTER he had never heard of the Wesley Williams who was a hostage.

States Government by the Government of Iran in that letter may appear to be to the latter Government, the seizure of the United States Embassy and Consulates and the detention of internationally protected persons as hostages cannot, in the view of the Court, be regarded as something 'secondary' or 'marginal', having regard to the importance of the legal principles involved. . .

"**If the Iranian** Government considers the alleged activities of the United States in Iran legally to have a close connection with the subject-matter of the United States Application, it remains open to that Government under the Court's Statute and Rules to present its own arguments to the Court regarding those activities either by way of defence in a Counter-Memorial or by way of a counter-claim filed under Article 80 of the Rules of Court . . . Therefore, by not appearing in the present proceedings, the Government of Iran, by its own choice, deprives itself of the opportunity of developing its own arguments before the Court and of itself filing a request for the indication of provisional measures. . . . No provision of the Statute or Rules contemplates that the Court should decline to take cognizance of one aspect of a dispute merely because that dispute has other aspects, however important. . .

"It is no doubt true that the Islamic revolution of Iran is a matter 'essentially and directly within the national sovereignty of Iran'. . . However a dispute which concerns diplomatic and consular premises and the detention of internationally protected persons, and involves the interpretation or application of multilateral conventions codifying the international law governing diplomatic and consular relations, is one which by its very nature falls within international jurisdiction."

In taking its case to the court, the United States—represented by the Attorney General, Benjamin Civiletti, and the Department of State legal adviser, Robert Owen—submitted the following "Statement of Facts":

"At about 10:30 a.m., Tehran time, on November 4, 1979, during the course of a demonstration of approximately 3,000 persons, the United States embassy compound in Tehran was overrun by several hundred of the demonstrators. The Iranian Government's security personnel on duty at the Embassy compound apparently made no effort to deter or discourage the demonstrators from the takeover. Access to the compound and Chancery building was gained by cutting chains and removing bars from the Chancery basement window, and control of the first floor of the Chancery was rapidly seized. In the process the invaders took hostage the Embassy security officer, who had come out of the Chancery to negotiate with them, and four of the Embassy's Marine guards. A large group of Embassy personnel, including consular and non-American staff and visitors, took refuge on an upper floor of the Chancery.

"About two hours after the beginning of the attack, and after the invaders had attempted to set fire to the Chancery building and to cut through the upstairs steel doors with a torch, the demonstrators gained entry to the upper floor and seized the remaining personnel.

During the two hours of attack on the Embassy, no Iranian security forces were sent to relieve the situation, despite repeated calls for help from the Embassy to the Iranian Foreign Ministry, and despite the efforts of the United States Charge d'Affaires, who made contact with the Prime Minister's office and Foreign Ministry officials at the time the attack occurred. No attempt was made by the Government of Iran to clear the Embassy premises, to rescue the personnel held hostage, or to persuade the invaders and demonstrators to terminate their action. Nor did the Government of Iran take any action when, shortly after the Embassy seizure, the U.S. consulates in Tabriz and Shiraz were also seized.

"Since the time of the takeover, the Embassy personnel have been held hostage in the compound under threatening and inhumane conditions. Some hostages have been paraded in sight of the crowd outside, blindfolded and hands bound, in full hearing of menacing, chanting crowds. Inside the buildings the hostages have been kept bound, often by hand and foot, forced to remain silent, subjected to other forms of coercion, and denied communication with their families and U.S. officials. Embassy records have been ransacked.

"During the entire time and with the support and assistance of the Iranian authorities, demonstrations have been occurring outside the compound, often quite vociferous. A crowd of hundreds of thousands of demonstrators converged on the Embassy on November 22.

"**Those holding the hostages** have refused to release them and have conditioned their release on various unacceptable demands. They have threatened on several occasions that, in certain circumstances, the hostages would be put to death. While 13 hostages were released on November 18 and 20, at least 50 Americans remain in captivity, virtually all of whom are diplomatic agents of the United States or members of the administrative and technical staff of the Embassy. The group holding the Embassy has asserted that the remaining hostages are guilty of espionage and will be tried for their "crimes" if their demands are not met. Non-Iranian outside observers have been permitted only limited access to the hostages. It is not certain that all persons held have been seen, and the conditions during these few visits did not permit free communication with the hostages.

"During this continuing ordeal, the Government of Iran is failing and refusing to make any effort to secure the release of the hostages and the return of the Embassy and consular premises to the United States' control. The Government has refused any direct substantive contact with United States Government officials in Tehran or at the United Nations. It refused to admit the special emissaries sent to Iran by the Government of the United States. The United States Charge d'Affaires, who was at the Foreign Ministry at the time the attack began, has been confined to the Foreign Ministry and denied free access both to his diplomatic colleagues from other Embassies and to senior Iranian officials.

"Moreover, the Government of Iran, from an early stage of the crisis, has given direct support and encouragement to the group holding the Embassy. Members of that group have been permitted to come and go freely from the compound. The Government of Iran has refused or ignored the repeated requests of the Government of the United States to free the hostages and to restore the Embassy compound to the possession of the United States. The Government of Iran has supported the demands of those holding the hostages, has endorsed the charges of espionage leveled against Embassy personnel, and has threatened to place the personnel on trial for espionage."

Killed in Pakistan

Cpl. Crowley Mr. Hussain

Pictured above are two of the four persons who lost their lives when the U.S. embassy in Islamabad was attacked on November 21. They were Cpl. Steven Crowley, Marine security guard, and Nazir Hussain, a Foreign Service national employee. Photographs of the two others—Bryan Ellis, Army chief warrant officer, and Sharafat Ali, also a Foreign Service national employee—were not available.

The United States charged that Iran had violated the 1961 Vienna Convention on Diplomatic Relations, the 1963 Vienna Convention on Consular Relations, the 1973 Convention on the Prevention and Punishment of Crimes against Diplomats, the 1955 U.S.-Iran Treaty of Amity, and the charter of the United Nations.

Operations suspended at Embassy Tripoli following attack

The United States has "temporarily" suspended "normal operations" at Embassy Tripoli because of an attack against the U.S. installation in the Libyan capital. Announcement of the suspension was made by State Department spokesman Hodding Carter III on December 5, three days after the attack. Mr. Carter said:

"This follows previous demarches that we have made in Washington, New York and Tripoli. The responses to these demarches have not been satisfactory. We are asking the Libyan Government to acknowledge clearly its share of the responsibility in what happened to our embassy last Sunday, and to give restitution for the damages. We also want firm assurances about the future safety and security of our embassy and its personnel. In the meantime, we are temporarily suspending normal operations of our embassy in Tripoli."

Here is an account of what had happened, as given to the press by Hodding Carter on December 2:

"Today at 10:15 Libyan time, a crowd which began as a group of demonstrators attacked our embassy in Tripoli. By about 10:30 Libyan time, there were some 2,000 people in the narrow streets immediately outside the building, battering on the door, clambering up to the second-floor balcony windows, and generally assaulting the building. Our employees and our official group there all escaped without harm. Included in the number were some 12 members of our official embassy group, which is the number at this point authorized for that post: six Libyan national employees of the embassy, a visitor, and two wives of embassy officials. By 11:30 Libyan time, all of the people in the embassy were safely dispersed. . .

"Let me say a few things about the security situation at the time of the attack. While Sunday is normally a work day at our embassy in Tripoli, the fact is we have had some reason because of recent events to be concerned about security, so while everyone was there working, the front doors were locked, and the public was not being admitted. There was, as there has been, one policeman outside the door. We had as recently as yesterday asked for additional protection. That protection was not present this morning.

"The demonstrators who made the assault included a large number of people who go under the name of 'militia,' which would be something of a misnomer by our standards, but basically have some kind of a distinctive uniform. Usually they are people who work in the oil fields and the like. It's not quite as military a designation as it would be here, but they can be distinguished. We do not have a Marine unit at this particular embassy. Our representation with Libya is full, but it is at the chargé level, not at the ambassador level.

"Within the last few days, as part of the implementation of the Secretary's and President's decision to withdraw on a temporary and voluntary basis dependents and nonessential personnel, 12 of the 26 official dependents had left Tripoli. Eleven of those are here in Washington; the 12th is in Europe. It was already planned that the remaining 14 dependents would leave on commercial flights tomorrow. Their tickets are in hand and have been, and they will be leaving. . .

"The basic unofficial American representation in Libya is somewhere between 2,500 and 3,000 people. The name of our chargé, if I have not told you, is William L. Eagleton. He's been in Tripoli for something better than a year. He is an Arabist, an expert on the region. . ."

U.S. will reduce its mission in Chile

Because Chile has "in effect, condoned [an] act of international terrorism," the United States has indicated its displeasure by announcing it would reduce its mission in Santiago and take other steps. Here are excerpts from a statement read at a press briefing on November 30 by Department spokesman Hodding Carter:

The government of the United States has been reviewing our relations with the government of Chile, in light of Chile's actions with respect to the assassination [in 1976] of Orlando Letelier, a former ambassador of

Chile to the United States, and Ronni Moffitt . . . Three officers of the Chilean intelligence service . . . were indicted for having planned and directed the killings . . . The United States sought the extradition from Chile of the three Chilean officials, but on October 1 that request was denied by the Chilean Supreme Court. The court also chose not to call for a Chilean investigation of the murder charges.

The government of Chile bears a two-fold responsibility in this matter. *First*, the three men indicted for having planned and directed the killings were officials of that government and included the former head of Chile's intelligence service. The overwhelming body of evidence amassed by the Department of Justice makes it likely that the charges against these officials would be upheld if a fair trial could be held. *Second*, for over 20 months the government of Chile has made no serious effort to investigate or prosecute these crimes on its own.

The government of Chile has thus, in effect, condoned this act of international terrorism. It now seems likely that the men who planned and directed this crime, committed on the streets of our nation's capital, will go unpunished. We believe it is essential that we make clear, both to the government of Chile and to others throughout the world, that such acts of terrorism cannot be tolerated. Accordingly, the President has concluded that the following measures should be taken:

(1) We shall reduce the size of our mission in Chile;

(2) By January 1, 1980, we will terminate the foreign military sales [FMS] "pipeline" to Chile and will thereby terminate all deliveries of military equipment to the government of Chile by the U.S. Government;

(3) The Mil Group now stationed in our embassy in Santiago will be phased down as the FMS pipeline is reduced. At the end of this year, we will assess whether the Mil Group should be completely eliminated.

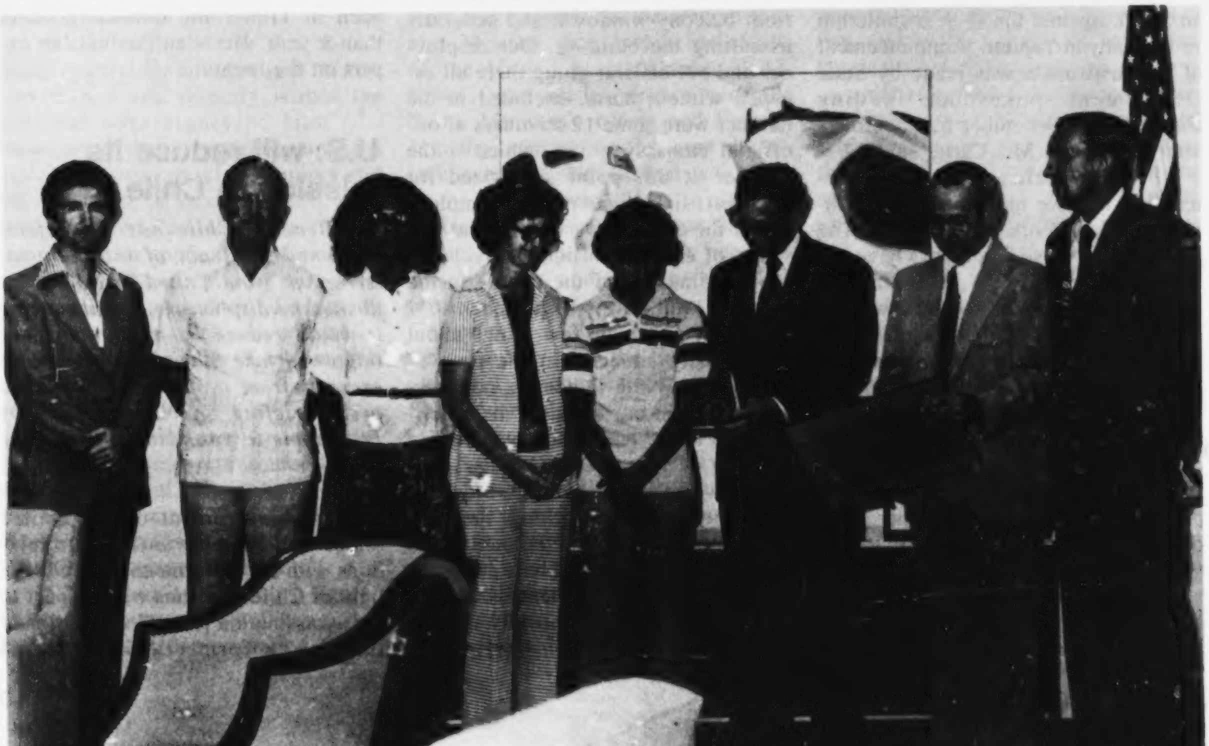
(4) Pursuant to the Export-Import Bank Act and to authority delegated by the President, Secretary Vance has determined that suspension of Ex-Im financing in Chile would "clearly and importantly advance U.S. policy" in combatting international terrorism. Ex-Im is, therefore, immediately suspending all such financing.

(5) OPIC [Overseas Private Investment Corp.] will not approve any further guaranties or undertake any new activities in Chile.

Chile's deplorable conduct in this affair, and in particular its refusal to conduct a full and fair investigation of this crime, demand the actions we are taking today, which constitute a strong reaffirmation of our determination to resist international terrorism.

Senator offers proposal

Sen. Jim Sasser (D.-Tenn.) has introduced a resolution advocating reciprocal agreements under which security forces at participating embassies in a given country would come to one another's assistance in the event of an attack against one of the embassies. ■

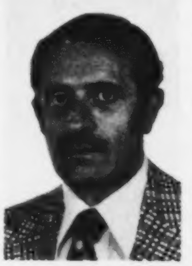


SANTO DOMINGO—Ambassador *Robert L. Yost* presents Meritorious Honor Award to *Michael Billick*, general services officer, for his performance in Kabul, Afghanistan, during the July evacuation of personnel. From left are *Wayne Logsdon*, assistant general services officer; *Carlos M. Yordan*, administrative counselor; *Patricia Ratcliff*, rotational officer-administration; Mrs. *Catherine Billick* and son *Michael;* Ambassador Yost, Michael Billick, and *James Tull*, deputy chief of mission.

Life in the Foreign Service

By Sanford Watzman
Editor, Department of State Newsletter

These articles mark the first time that the NEWSLETTER *has sent a reporter overseas, to write on the scene about life in the Foreign Service. Before joining the Department three years ago, Mr. Watzman was a Washington correspondent for the Cleveland Plain Dealer. He has also worked on Capitol Hill. He is the author of "Conflict of Interest: Politics and the Money Game" (Cowles Book Co., 1971). Ambassador Ronald D. Palmer, deputy assistant secretary for personnel, assisted him in preparations for the trip, as did the staff of the Office of Foreign Service Career Development and Assignments, in the Bureau of Personnel, and post management officers and desk officers in State's five geographic regions.*



Mr. Watzman

RECENT EVENTS in Iran and the Middle East have startled Americans into a sudden realization that life in the Foreign Service can be dangerous. The peril extends not only to unarmed diplomats and their secretaries and other aides, but even to the combat-ready Marines whose duty it is (symbolically) to protect the very civilian-minded civilians who work in our embassies and consulates. Now that the average American has been made aware of this job-related hazard, he knows more than the nothing that he used to know about the Foreign Service. But that's only the half of it. In fact, less than half. Joe Doakes still doesn't know what the people of the Service have known for years, and only too well. This is that, aside from being dangerous (and even where it isn't particularly so), life in the Service can be very rough. Nothing classified about this, you understand—yet it's a secret to Mr. Doakes, who is forever preoccupied with his own employment problems 'way out there in someplace like St. Louis.

Has Mr. Doakes ever heard of Vientiane? No. Of Dacca? No. Does he know that it's cold in Kiev? No. That it's hot in Bamako? No. That gasoline is dirt cheap in Caracas, but that traffic tie-ups are so severe that people are not allowed to drive once a week? No, Mr. Doakes doesn't know this. When you say Foreign Service to him, he thinks of Paris, of Rome, of London—and he gets a bit wistful about it, wishing he could be there. Funny, isn't it, that a majority of the people in the Service share this same longing? Mr. Doakes would be surprised to hear this. He doesn't stop to think that, in the assignment process at the Department of State, most employees and their families find it as difficult as he does to get to Paris, Rome or London and in fact would settle for a post somewhere overseas that has only the comforts of good ol' St. Louis.

Mr. Doakes might know very little about life in the Service, but then again he's not part of it. More remarkable is the fact that State Department employees themselves know so little about living in the places where they might be assigned. It's true that, by and large, they do know where Vientiane is, they *have* heard of Dacca, they're aware that Kiev is the capital of the Ukraine, that Bamako, always poor, is poorer than it was 10 years ago, and that Caracas is very much the opposite—a parvenu among world capitals. Yes, mention a capital to one of our people and, unlike Mr. Doakes, the State Department man or woman does think in multidimensional terms. Since they might be going there to *live*, rather than vacation, they ask whether the capital has good schools for their children . . . medical care . . . facilities for sport and entertainment . . . electricity . . . plumbing . . . employment opportunities for the spouse (usually, of course, the wife). Still, all this sensitivity about conditions there is not the same as really knowing the places. In other words, there are aspects of life in the Service that are almost as hidden from our own people as the life as a whole is from Mr. Doakes.

What is it that our people don't know? Well, some might not know they have colleagues where the lights go off, where there is little to do, etc., who actually like it where they are. They have elected to extend their tours in these places, forgoing assignments elsewhere. Despite some very real and very elemental problems for them and their families, having to do with just plain living, they are finding rewards—in terms of job satisfaction, say—that they themselves had not anticipated. They can tell you now, right from the scene, that Vientiane, though isolated, is exotic; that Dacca, though steeped in poverty, is a place where you *can* have fun; that Kiev, though not at center stage in the Soviet Union, is not in the wings, either; that Bamako, that most un-Western of African capitals, has a fascinating culture of its own; that Caracas, which has urban problems rivaling those of New York, also has a mountain to climb, only 10 blocks from the U.S. embassy.

I happen to know such things about these places because I went there on behalf of the NEWSLETTER. I wanted to spend time with the Foreign Service families who, invisible to most Americans, represent the United States in un-Parislike posts. I went in October and early November (and was returning to Washington from Caracas when the trouble in Tehran started). Why these five particular places? Because I thought it would be interesting to select at least one post in each of State's five geographic regions where Foreign Service people have shown no eagerness to serve. The five posts were not presumed to be typical of each region, nor were they necessarily the least popular in their areas. Their lack of magnetism in the assignment process at State is, of course, no reflection on the people or government of each country—Washington itself must appear to have drawbacks for the foreign diplomats who serve here. Rather, the selections were made because each of the five posts, while similar in some respects, presents a different set of problems to resident American Foreign Service families. If nothing else, this shows the *variety* of challenges confronting our people. And my talks with our men, women and children did show that quite a few of them see advantages in being where they are. Some rue the day they got there, but others praise it, and—believe me, they said—there are even those who at this time in their lives prefer their present posting over anyplace else, including the United States.

VIENTIANE: The 'old-time' diplomacy

SHARON WALTON, the secretary at this tiny but important embassy in Laos, in southeast Asia, is "into everything that's going on." "I guess there isn't anything that doesn't cross my desk," she said. "I'm the secretary, but I also attend professional staff meetings as one of the staff, and I'm treated like a professional." That's one of her roles. Also, as a colleague describes her, she is the Perle Mesta in this ancient Land of the Million Elephants. Not long ago, returning some invitations she had received, she was hostess in her home to 16 bridge players, including the ambassadors of Great Britain, Japan and Australia. She was co-hostess at another party for 100 that was adorned by the presence of still more ambassadors. This was an old-fashioned American barbecue featuring chicken, hamburgers, cole slaw and ice cream cones. All the diplomats roasted marshmallows. These festivities were at the home of communicator Randall Dudley. "That's one of the things I like about a small post like this," said Mr. Dudley, who

Sharon Walton on the courier run. (Photo by Sanford Watzman)

Victory Arch—a Vientiane landmark. *(Photo by Sanford Watzman)*

is 30. "Here you get to mix with people of all ranks. At my last post, in Brussels, I never got to associate with *any* members of other diplomatic missions, let alone the ambassadors. Communications people just never get invited to big social doings in Brussels."

The elephants are long gone from the capital of this landlocked nation—the only one of three in Indochina that retains an American embassy. Also gone for the most part are the French and their influence. And absent too, except for a handful remaining in the embassy, are the 1,500-odd Americans who helped guide the affairs of this former kingdom until the mid '70's. "When I arrived here just a week ago," said Leo Moser, the U.S. charge d'affaires, "I ran across an embassy phone directory from 1973. My god, there were a couple of pages just of people whose name began with 'C'!"

The embassy complex today, like much of Vietiane itself, where

That Dam (the Black Tomb) is a few hundred yards from the U.S. embassy. Legend has it that a dragon who had helped defend the Lao people is buried there. *(Photo by Sanford Watzman)*

***Leo Moser* and *John Boardman*. (Photo by Philip Gutensohn)**

stores are shuttered and closed, looks like a ghost town. There are no Marines or other guards at the gate. Across the street in the administrative compound, the huge yard that used to be clogged with vehicles is virtually empty. I stood outside on Rue Bartholomie for nearly an hour. No one drove by. No one came walking up to the gate to seek the services of the Americans inside.

But inside the building, in an eerie sort of way (the milieu seems unnatural to a visitor from Washington, since the phones seldom ring), plenty is going on. "This is a very traditional Foreign Service post," said Mr. Moser, 50, an FSO-1. "The kinds of jobs and functions we have are more like they were in some other era. It's not like sitting around in some European capital where everything is done with telegrams and computers. Here it's the people who count—each individual. We make contacts and we use our human intelligence. We don't spend a lot of time with tourists and lost passports. What we carry on here is traditional diplomacy in a very old sense. We're not narrow and specialized; we're real diplomats in the dictionary sense of the term. This includes the communicators and the secretary and everyone else. They're part of a diplomatic corps all the way through."

But in Vientiane, as in all other U.S. embassies (whether powered principally by people or by computers), the product is paper. Into the chargé's office, lugging a heavy report, came the political officer, John Boardman, 37. He seemed more winded schlepping along that day's work than he had seemed earlier that morning on a two-and-a-half-mile jog through the broad streets of this small-townish capital. (Scrawny chickens and turkeys—the latter introduced to Laos courtesy of AID—scurried to the side of the road as Mr. Boardman ran by. The only other traffic at that hour consisted of strolling Buddhist monks—elderly men and young boys—in saffron robes, and a few tricycle rickshaws.)

Douglass Rasmussen* at the marketplace. *(Photo by Philip Gutensohn)

Mr. Boardman and the young consular officer, Douglass Rasmussen, speak the difficult Lao language, which is related to Thai. This is an asset in a country where little English is spoken. Mr. Boardman's facility with the language is symbolic of the deep perspective he has acquired in a year and a half on the job. This particular session with the new chargé took on some of the aspects of a briefing since Mr. Boardman, though only an FSO-5, had been at the helm for a month until Mr. Moser arrived. This had been the third time when, for some 30 days, Mr. Boardman was called on to take over affairs of the mission because the principal officer was away. (An American ambassador, for sundry reasons, has not yet been accredited.) In fact, Mr. Boardman hadn't been in Vientiane even six months when he found himself representing the President of the United States on a tour of the Mekong River flood areas with ambassadors and chiefs of mission of 20 other countries. "When I was in Seoul," he said, "I concentrated almost en-

Chat Boardman, **wife of the political officer, at her loom. She has taken up weaving—Laotian style.** *(Photo by Philip Gutensohn)*

tirely on the politics of that nation. But here, in addition, I'm into our relations with a lot of other countries and the UN. I hadn't thought that an officer of my rank would be given this much to do. It's very gratifying."

For Mr. Rasmussen, 29, the consular officer, this was the eve of his departure for the States and a tour in the Department on the Korean desk. He had mixed feelings about leaving, as he had had on his arrival in 1978. "Professionally, I wonder whether I'll ever equal what I'm experiencing here," he said. "But the bad points for a Foreign Service officer should be obvious, too. I guess one of the worst is the travel restriction on us—we can't go anywhere in Laos beyond a 15-kilometer radius from the center of town. I find that pretty stifling. We can look across the Mekong and see Thailand, but we can't even take the ferry there any more to go shopping or whatever. The big thing for us now is to take turns once a week flying into Bangkok with the pouch. That gives us a chance to get away. . .

"I say get away, but I don't mean there's anything here that you want to run away from. Just the opposite. It's really very nice here, but anyone needs a change once in a while. The city is very quiet—no noise, no traffic to speak of, no pollution. The people are delightful and easygoing. The whole place is picturesque—really exotic. You have all those Buddhist pagodas around town and all sorts of weird antiques and weavings that you can buy in the marketplace. At work, I'm pitching in with everyone else, doing all sorts of things and taking on responsibilities that I don't think an O-6 would have anywhere else. There's swimming, there's tennis, there's the Australian club—where things are always hopping. I've even had Souvanna Phouma once for a bridge partner—a guy who's a real historical figure. But the fact is that it's still a small place and you find yourself generally with the same people time and again. I'm not going to knock the way I live because I have a large house with servants. But I'm still single and all of that can get to be too much. I'm sure I'd feel differently if I had a family."

Philip (Mike) Gutensohn, 42, the administrative officer, does have a family—but nonetheless he too lives alone. Good medical facilities are lacking in Vientiane, and there is no accredited school for older American children. So Mr. Gutensohn's two sons and two daughters have stayed behind in Bangkok, where Mrs. Gutensohn works for State in the Foreign Affairs Data Processing Center. Thanks to leave time and the courier run, Mr. Gutensohn is able to get intervals in the Thai capital with his family, but his life in Vientiane, after working hours, is a lonely one. "What makes it worthwhile," he said, "at least for this one tour, is that I'm in the administrative field here, which I like very much. And which, I might add, affords me some potential for promotion. I've been a communicator and I've been in security—I've been in Africa, in the Near East and the Far East. From a job standpoint, this has been the best right here."

It's the job that "makes all the

***Connie Wagner* with Foreign Service national employees.** *(Photo by Philip Gutensohn)*

difference" for Connie Wagner as well. An FSS-6 and a secretary, she arrived in Vientiane in August on a two-year excursion tour as the general services officer. "As a secretary, 4 is the highest I can go," she said, "but in the administrative cone I could go all the way to a 1. I think this is a great opportunity for me, and I'm just enjoying myself not having to sit behind a typewriter eight hours a day. The isolation hasn't gotten to me yet. I guess I know how to cope with it—I've served in places like South Yemen and the Fiji Islands. What you generally find in a small post like this is people who are adaptable and who become good, close friends. I'm taking tennis lessons and I'm taking Lao lessons, so there's no monotony for me. I'm also giving myself lessons on how to bargain in the marketplace. That's real fun."

The job is the thing also in the communications section, according to the two men who work there—Mr. Dudley and his boss, Tom Holbrook (who's the husband of Sharon Walton, the secretary). "For us, this is the most challenging post there can be," said Mr. Holbrook. "It's probably the only one in the world where there's no technical backup in case of equipment failure, so Randy and I are completely on our own and we have to rely on ourselves to keep things in working order. I think we're at one of the few posts, too, that is strictly on high-frequency radio. All this is a big plus for me, because I like to work with the equipment. You've seen Gary around here [Gary Richardson, a regional communications officer based in Manila]—he's a technician and he's helping us with some problems. But he couldn't get here until six weeks after we put in the call for him, and in the meantime Randy and I have had to solve all the day-to-day problems."

Mr. Dudley had been scheduled to leave Vientiane next July, but he

Randall Dudley. *(Photo by Philip Gutensohn)* has extended his tour another year. "We can save money here," he said. "We're trying to live on my wife's salary while banking my own—she teaches in the international school. We've got this place picked out on the Blue River in Colorado, and when we get back to the States we're going to build a cabin there. And next year we want to be starting a family. If I already had kids, I'm sure I'd think twice about staying here."

The only American child at the international school, in fact the first who has come to live in Vientiane since the present government came to power in 1975, is Mr. Moser's six-year-old son, Robert. "My wife and I intend to put in a lot of time educating our boy," said Mr. Moser. "If he were older than he is, it would be a lot tougher for us. This isn't an easy post. People who contemplate coming here should look very hard at the advantages and disadvantages."

Robert Moser*, left, with his schoolmates. *(Photo by Philip Gutensohn)

DACCA: Employees extend their tours

WHEN YOU LOOK at the statistics for Bangladesh—this small, desperately poor, very hot and humid country in the northeast corner of the Indian subcontinent—you do expect to find crowds when you get to Dacca, the capital. This is the most densely populated nation in the world (some 85 million persons in an area not as large as Wisconsin). If our own country had as many human beings per square mile, everybody in the world—*everybody*—would be jammed into the United States.

So you do expect to see crowds. But, even then, you're startled by the actual sight of them. It's not so much their size; no doubt you've seen as many people scrunched together back home on a busy shopping street. But the remarkable thing about the crowds in Dacca is the way they behave. They are not impersonal. People don't just hurry past you as in, say, Chicago—brushing your shoulder without noticing you. In Dacca, you discover to your amazement, the crowd *does* notice you. In fact, you are the center of attention.

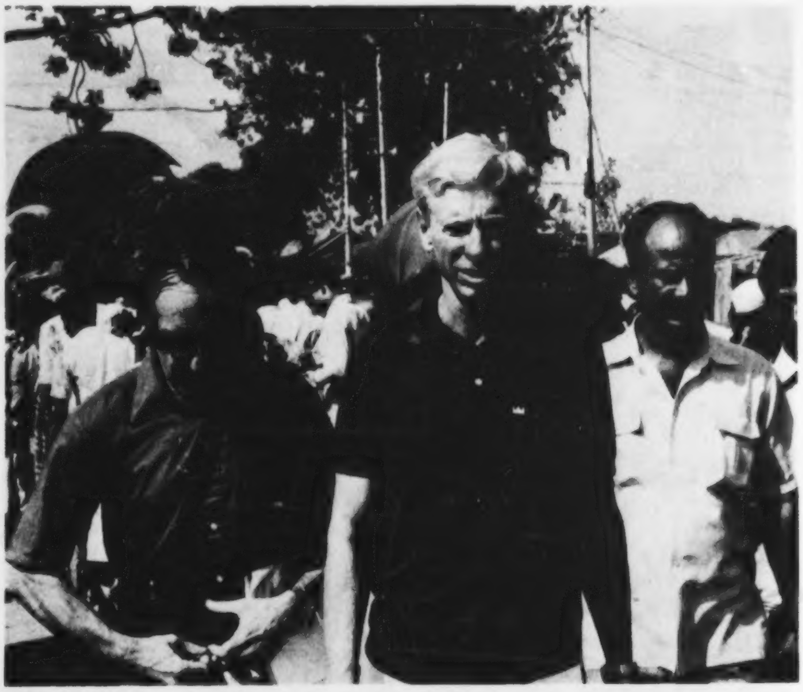
• **An old-fashioned** paddle-wheeler is docked at the Buriganga River waterfront. You want a picture of it, so you elbow your way through a mass of people to get close. You take out your camera and begin focusing it. But then you stop. You look up to find that the crowd is focusing on *you*. It's a male crowd (the women are at home) composed of men and boys of all ages. Their arms are folded. They make no attempt to communicate with you; they merely gaze at you. They're curious. You put the camera back in the case and walk a few feet to your right. The crowd moves with you. When you stop again, they stop too. They are not unfriendly. You do not feel threatened. But you do feel you're in a cage.

• In Tongi, near Dacca, there's a throng in the marketplace. You go there, as does the U.S. ambassador, David Schneider, and his deputy chief of mission, John Helble, to get a feel for the lot of the Bangladeshi people. Here, too, you can't escape notice. The beggars zero in on you. They are maimed (self-maimed?) in the most outlandish ways. The mores of America have conditioned you not to gawk, so you move on. You are determined to steer clear of any more unpleasant sights and you think you're succeeding—and then the unspeakable happens. A little boy, not more than five years old, has spotted you. He rushes toward you crying for a handout. Cradled in his arms is a baby who appears to have been removed from Auschwitz. The baby is dead. A Foreign Service national employee shoos the boy away. You must not give alms, you are cautioned, or you will attract more boys with dead babies.

* * * *

This is the sort of environment, you would think, to cause Americans working in Dacca to say they've had

Ambassador Schneider, **center, in the Tongi market.** *(Photo by Guilford Queen)*



enough, they want to go home. Staying in Bangladesh doesn't harden an American. Even Ambassador Schneider, a career man in the Service and a veteran of the subcontinent, says: "I feel it here in the pit of my stomach. If you're an ordinary, churchgoing American, this is hard to take. We Americans have a conscience, and this means that the pervasive poverty presents a psychological hazard to our people at the embassy."

Yet there is solid evidence that the morale is high. It is not limited to the testimony of people I interviewed for the NEWSLETTER, but goes beyond that. It extends to what the Foreign Service men and women are telling the Department itself. Many of them are saying they want to stay. Political officer Carl Taylor has tacked another

Dacca street scene. *(Photo by Guilford Queen)*

year on to his tour; so have secretary Josephine Ferebee and regional security officer Brad Updegrove. Communicator Joseph Zeman and his wife, Rebecca Zeman, the embassy nurse, have extended their tour by two years. So have general services officer Ronald Gain and his wife, Phyllis Gain, a secretary. Ditto for Richard Plamondon, budget and fiscal officer, and James Hao, assistant administrative officer. Administrative officer Grafton Jenkins has signed on for three years—more than the minimum. One explanation you hear was voiced first by a Foreign Service officer, then echoed by a Foreign Service Staff officer: ''We've got great leadership. We've had Ambassador Schneider, who knows this part of the world inside out, and now an old pro like John Helble, the DCM, has been sent out here too. You learn a lot from people like that.''

Sherry Pressley. ***(Photo by Sanford Watzman)***

WELCOME
THE UNITED STATES MISSION
BANGLADESH

''I'll tell you why ***I*** **like it here,''** said Sherry Pressley, the family liaison officer, ''and why I think others do. I think it's because it's a small post and we're very close. You get the feeling here that the other Americans will take good care of you. My husband (Don Pressley is with AID) and I arrived a couple of months ago with our two small children. It was 3 in the morning when the plane landed. But—would you believe it?—there was a whole group waiting to greet us at the airport. They had handled everything for us, got everything ready. They took us to where we were going to live, and we found that food had already been bought, the place was clean, the beds were made. We just walked right in and went to sleep.''

Josephine Ferebee, **secretary to deputy chief of mission.** ***(Photo by Guilford Queen)***

Mrs. Pressley's children are her daughter, Ché, 5½, and a boy, Jim, 1½. ''What I enjoy most is the fact that I have so much time to spend with the kids,'' she said. ''The help I have in the house gives me the freedom to do that. I have a cook, a bearer (butler), an iyah (nursemaid) and a gardener—obviously I couldn't afford all this when I lived in Alexandria. There are lots of children here; it sets the tone for the whole post. And all the parents have time to be parents. I know two AID couples—Arnold Radi and his wife and Tom Oliver and his wife—who have signed up for a *third* straight tour in Dacca, and I'm sure it's because they're having such a wonderful time with their kids. We have 72 American children in the international school, from kindergarten through eighth grade, out of a total of some 250. And there are 46 foreign missions here, so you can see what a good international mixture there is for the children at the school. This is the kind of thing that makes the rest of it bearable—I mean the electricity going out and the ants and the cockroaches, and now the lastest thing: the grasshoppers, which you have to keep spraying.''

Vice consul Jonathan Anderson, 27, has a different set of reasons for feeling positive. ''Okay, there are no castles to see here,'' he said. ''No artifacts. It's a delta country; nothing can last long because the river comes and washes it away. It's a flat and monotonous landscape. But there *are* the people. That's what has brought me here—a desire to learn how the rest of the world lives, what people outside the United States think and

Jonathan Anderson* walks to work. *(Photo by Guilford Queen)

Carl Taylor* at the riverfront. *(Photo by Sanford Watzman)

feel. I happen to come from a strong Christian background and I believe in love for my fellow man. But if I don't know anything at all about my fellow man, how can I love him?

"My wife and I and our two little girls got here just five weeks ago. We're living in a duplex—a house is too large as far as we're concerned. I think Mary might be the only American wife here who doesn't have a cook or the other servants, except for a nursemaid. It's just not our style. I've heard the argument that, by not having help in the house, we're actually denying employment to some people who badly need it. But we make up for this just by giving a whole lot more to charity. And I really want to get to know the people here. I've got my master's from American U. in Washington, but I intend to enroll in Dacca University. We're going to take that boat trip too, through the delta. It wouldn't make sense for me to come here from half-way around the world and then just stay all the time in a semi-Americanized diplomatic community."

"*Semi*-Americanized," with accent on the prefix, appears to be a good descriptive word. For while the Americans here obviously live well, compared with the indigenous population, it's not an altogether American life style. Even money can't buy it for you back in the States. The overtones of the British colonial days in Dacca remain. As you approach the gate to the ambassador's house, or to Mr. Helble's, the guard greets you with a British military salute. Inside, the bearer receives you—then waits on you—with a correctness and grace that you would have thought was reserved only for royalty. This is his profession, and you realize that, though it all makes you feel vaguely un-American, to balk would be to hurl an insult.

John and Joan Helble and their teen-age daughter, Ramona (for whom there is no accredited school—she is tutored privately) comprise a study of a Foreign Service family in step with the diplomatic requirements, while retaining their American souls. Their egalitarianism not only survives, but triumphs. Mr. Helble takes the drink from the bearer's tray, and says afterward to his visitor: "I've got this T-shirt that says: 'I'm John.' Joan bought it for me. I guess John is all I ever wanted to be, and I have to keep working on it here, or else I wouldn't be any good to our people at the mission or to the President of the United States."

It seems that no American can be happy with a caste system. Mr. Zeman, the communications chief, said: "You want to know why I've decided to stay at this particular post? It's because we're a small group here, and all of us work together as a team. I came here from the NATO headquarters in Europe, and there you had like 40 generals and three ambassadors and three DCMs and all of that. Everything was rank-structured. I just don't go for that."

Carl Taylor, the political officer, appeared to be reflecting, in essence, the same values when he described his own situation. "I guess I like it here because of the basic political system," he said. "I can feel at home in it; it makes my job all the more interesting. Democracy here might not be up to the standard of the League of Women Voters, but you do have

Helble, that is. (Photo by Sanford Watzman)

lively debate; people are uninhibited and don't hesitate to say what they think. On any day you're free to walk into the parliament, and from the visitors' gallery you can see a lot of shouting and table-banging and opposition parties—there's about a dozen of them—stalking out. There are a tremendous variety of political figures I can talk to, ranging from the far right to the far left, and everyone I want to see is accessible to me."

Mrs. Zeman, the nurse, said: "I think almost everyone is happy here. The problem I have is to keep them healthy. Dr. Schadler (John A. Schadler, the regional medical officer based in Dacca) and I can take care of some things here, but if a hospital's needed, Dr. Schadler has to send them to Bangkok. The big hazard is the parasite you get from food contamination. Generally you're safe—but only if you take our advice. You have to be very careful with the foods you eat."

"I'm careful" said Mrs. Gain, the secretary, "just like most people, and I have no problem. In fact, I've never felt better. When you jog, as Becky (Mrs. Zeman) and I do, you stay in shape."

KIEV: An offbeat post

Mary Schenk and Spook. (Photo by Sanford Watzman)

THIS U.S. Foreign Service post in the Soviet Union's third-largest city is in a residential apartment building at 15 Gorkiy Street, not far from downtown. Uniformed Ukrainian guards stand outside and look you over as you enter. The American offices are on the second floor and two American couples reside on the third floor. Ukrainians live in suites above and below. Only rarely do they encounter the Americans. When they do, there is a polite exchange of greetings—nothing more. The people on the first floor have their own side entrance. The people on the fourth floor have their own rear staircase.

Spook, an attentive black cat, inhabits the American quarters. As you move from room to room, Spook is there ahead of you, crouching and watching you. You should be getting the picture by now—this is not a normal Foreign Service post. In fact, by official fiat, it's not normal. For this is not an embassy; it's not a consultate; it's not an interest section. The American mission is known formally—strictly—as the Kiev advance party. It has had this designation for more than three years. At some time later this year, when building construction is completed on Striletska Street, the mission will become a consulate general and more Americans will arrive.

For the time being, affairs are being handled by seven Foreign Service employees whose most frequent contacts are with each other. David Swartz, recently promoted to FSO-3, is chief of the advance party. His deputy is Bruce Kressler, and Gayle Oechslin, Mr. Kressler's wife, is the budget and fiscal officer. The others are Harlow (Chips) Carpenter, administrative officer; Jerszy Hauptmann, general services officer; Victor Jackovich, cultural attache; and Mary Schenk, secretary. There are a few Foreign Service national employees. And there's Spook.

Spook is the only American—adopted, that is—who doesn't feel somewhat lonely and isolated at times. If his is an offbeat presence, so is that of the advance party itself. It is the only foreign mission from a Western country in Kiev; all the other diplomats are from Communist countries in Europe. There is little of the diplomatic life here. Mr. Swartz has never been to the home of another consul general for dinner, probably because—strictly speaking—he is not himself a consul general. Since he is not a full-fledged member of the consular corps, he has not been able, either, to call on the Ukrainian ministers. Mr. Kressler, as the consular officer, has assisted U.S. tourists, but he cannot issue passports or visas because this post is not yet officially a consulate general.

But the Americans have good reason for being in Kiev, and, of course, once the building on Striletska Street opens for business, the anomaly of it all will recede into history. The basis for the American presence is an agreement worked out between President Ford and President Brezhnev in Vladivostok in 1974—the Soviet Union would establish a consular post in New York (apart from its UN mission there) and the United States would open one in Kiev. Much earlier, there had been such a trade-off involving San Francisco and Leningrad.

Kiev, with a population approaching two million, has been called "the mother of Russian cities." It was the center of Kiev-Rus, a Slav state that prevailed some 1,000 years ago in this region between Moscow and the Black Sea. Today it is the capital of the Ukrainian Soviet Socialist Republic. A focal point of Soviet culture, it is an uncommonly beautiful city—justly proud of its numerous parks and open spaces. Some of the parks rise high above the Dnepr River, which runs through Kiev. There are sand beaches along the Dnepr, and people swim there when it's not too cold. While the city has a new subway and other modern trappings, there are aspects of it that remind you of American cities 50 years ago. There are small stores. There is cobblestone paving. And there are streetcars.

Bruce Kressler **and** ***Gayle Oechslin*** **with Ukrainian guard, as it snows at entrance to advance party headquarters. Guard booth is at right.** ***(Photo by Sanford Watzman)***

David Swartz **and his bandura.** *(Photo by Sanford Watzman)*

"**This is one** of the really important posts in Europe and in the Foreign Service generally, considering the alignment of forces in the world," Mr. Swartz said. "I know this might sound like boosterism on the part of someone who's assigned here, but there are facts to back up what I say. This is not an out-of-the-way place. The Ukraine is not only the breadbasket of the Soviet Union; it's also the center of the steel and coal industries. And, both in a formal sense and in actuality, it has an identity of its own. There's a foreign ministry here that means something. The Ukraine, after all, has its own mission and its own vote (never mind how predictable it is) at the UN in New York. It also has legations in Geneva and at UNESCO headquarters in Paris. Think of the really unique opportunities that this affords a Foreign Service officer serving here. Ours is the only post in the capital of a Soviet republic. I don't count the embassy in Moscow because our people there really have no contact with the ministers of the Russian republic, as distinct from the Soviet Union. I've been something of a specialist in the Department on Soviet affairs, and I can tell you that the ministers of the Ukraine—the minister of power and electrification, the minister of trade, the minister of health—are important decision-makers with lots of discretion. We have a lot to learn from them, and they're good people to get to know. Keep in mind that they're on the rise in the Soviet system, that you might be making an early contact with someone who will later be going to Moscow. Khrushchev got his start here in the Ukraine as an official of the party and the republic. So did Brezhnev."

Nothing narrow about Mr. Swartz. He is the compleat Sovietologist. Within reach of his desk is a bandura—a sort of Ukrainian mandolin. He takes lessons on it and sings folk songs. "You have to make a life for yourself here," he said, "because the way things are, at least until this becomes a true consulate general, there isn't all that much to do with your spare time. I've said in communications with the Department that anyone coming here should have a stable home life, a closely knit family. That helps. Ronna and I and the kids—Paul, who's 11, and Jennifer, who's 10—know how to entertain ourselves. We were told at first that there'd be an accredited American'school for Paul and Jennifer, but it didn't work out that way. They're taking correspondence courses through Calvert School in Baltimore and my wife, who's a trained teacher, tutors them."

Mr. Carpenter, 37, the O-5 administrative officer, also has two children—Nathan, 3½, and Stacey, 1½. Nathan is in a prekindergarten class in a Ukrainian school and is the envy of his sister, who walks with him to school but is not permitted to

The Carpenter family, in front of Nathan's school. *(Photo by Sanford Watzman)*

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remain. "They're great assets for me and my wife," said Mr. Carpenter. "Ukrainians love children. They're very demonstrative about it, and this helps to open a conversation. The uniformed guards outside our apartment building take to the kids too. But of course, for all kinds of reasons, there's a practical limit on the extent of the relationships that might open up this way. Jin-lian and I don't live in a grand manner here, as they do at some other Foreign Service posts; none of us can afford servants. But the apartments are really nice. They constitute a plus for this assignment."

Mr. Carpenter's drive home from work takes him through a wooded park overlooking the beaches and the bridges on the Dnepr. "This is gorgeous," he said, slowing down so his visitor could take a long look. "I never tire of it. The best things about this job are what you see here and the kind of stuff I get to do back at the office, and at the building site. Opening up a new post involves quite a bit of day-to-day negotiating on the scene, more than an admin guy will usually get into. We're far enough away from Washington, and even from Moscow, that a lot of the decisions have to be made right here on the spot. Both our government and theirs have a very strong interest in opening these new consulates, so the technical and administrative considerations I deal with have a rather large political dimension. I think this is the most interesting assignment I've ever had—certainly the most educational."

Victor Jackovich* at Babi Yar monument—at the site of a massacre of Jews and Ukrainians, by the Nazis, during World War II. *(Photo by Sanford Watzman)

"I'm right where I wanted to be—in an ideal spot for a person who's interested in Slavic languages and culture," said Mr. Jackovich, a 31-year-old Foreign Service information officer. "I'm from good ol' middle-America Des Moines, but I'm of Slavic descent—half Croatian and half Lithuanian. I speak Ukrainian, which is not the same as Russian. We're bringing up our two-year-old, David, bilingually; he hears Serbo-Croatian from Radmila and gets his English from me. (Mrs. Jackovich is a part-time clerical assistant for the advance party). Radmila and I met in Sarajevo, in Yugoslavia, where I helped to open up the American information center—breaking new ground, as it were, just as I'm doing here. I like being off the beaten path; I was glad to be in Sarajevo, rather than Belgrade, and I'd have been disappointed if I'd had to go to Moscow, rather than come here. There are plenty of Russian experts in Washington, but very few, it seems to me, who know the other Slavic nationalities. I think it's a big thing for me to be in places where most other people don't get to. For instance, I had a tour in Iceland. And what I'd really like to do is to get to Albania some day."

But Mr. Jackovich doesn't share the psyhic benefits that are conferred each day on Mr. Carpenter and most of his other colleagues, stemming from the view of the Dnepr. The Jackoviches and the Hauptmanns, after a day's work, walk upstairs to the apartments above the advance party offices. "Sure, it's confining and we do feel it," he said. "That's the other side of being here. For one thing, it's real tough to get a babysitter—apparently the concept doesn't exist here; I guess Ukrainian families do their own babysitting. The other thing is the travel restrictions that were part of the deal we made; we can't drive more than 40 kilometers from the center of Kiev without special permission. As far as air travel is concerned, you have the problem that flights are frequently canceled in Kiev during the winter months. But to be stuck here isn't all bad. On the one hand, we can't always get fresh milk for David every day. On the other, the meat and the cheeses are the best I've ever tasted. And the bread is excellent."

Miss Schenk, the secretary, who has also served in Iceland, among other places, shares Mr. Jackovich's assignment preference for helping to open new posts. "Being one of the first Americans in a place is something that appeals to me," she said. "I didn't know much about Kiev at the time I answered a call for volunteers, but that was all to the good. Of course I know the city much better now, and I like it. It's really a very beautiful city. And when we take the train ride to Moscow on the courier run, we get to see a great deal of the countryside. This is a vast open country."

That it is. But it's more territory than Spook needs. As Miss Schenk turns to answer the telephone, he suddenly springs at her from some obscure corner he had found. He is the true master of this place. The guards outside might not know that.

BAMAKO: 'That most un-Western of African capitals'

THE VISITOR who stays at splendid, modern, air-conditioned Hotel de l'Amitié can easily forget he is in Bamako. Except for one thing. When he returns to his room from the pool and expansive green garden, or after having dined on continental fare in the elegant restaurant, he sees it again. It's the candle and the candleholder, on the writing desk. This is the reminder that urbanization has not yet obtained a secure foothold in this capital city. Electrical outages average 12 hours a day; buildings such as this—and the U.S. embassy and the homes where the embassy people live—require reserve generators. Against a need of 14 million kilowatts, the city generators produce only four million. This is, after all, the Home of the Crocodile (which is what Bamako means in Bambara, the local language that is just now becoming a written language). And it is also the nation of the hippopotamus (the latter noun being the English equivalent of Mali). Mali is a very hot, arid, landlocked nation—about the size of Texas and California combined—occupying the center of the African continent's western bulge. Running through the city and the southern portion of the country is the life-giving Niger River.

The "mayor" of Bamako, so far as the 105 American families are concerned, is Foreign Service officer Harold Geisel. He could never get away with offering them a candle. It's generators they want, and the resourceful Mr. Geisel has procured quite a few after overcoming incredible obstacles—but he also has the day-to-day responsibility of keeping them in repair. He is the administrative officer at the embassy, looking after the welfare of some 20 State Department families, a much larger number of AID families, and other groupings of Americans, such as Peace Corps volunteers. At a recent embassy staff meeting presided over by deputy chief of mission Keith Wauchope, more than half the time was taken up with the responses of Mr. Geisel to the very real requirements of his countrymen. During the meeting, the electricity faltered twice, for a few seconds each time.

"This isn't what I had in mind for myself," Mr. Geisel said afterward, driving through the city streets, in and out of chuckholes almost large enough to stall a tank. "I was doing real well in admin, my chosen field—an O-4 and, it seemed to me, on my way up. I had had some choice assignments, and was completing one in Bern. I knew it was time for a hardship post—that was only fair. So I volunteered for Beirut, and then a number of other posts—but not Bamako. Then they said: 'Bamako is where we need you; things there are in terrible shape.' I said: 'No, no, not me.' I said: 'Look, I'm not going to Bamako unless I get a telegram saying "You're going to Bamako: Love and Kisses: Vance."' And that's what I got—something just like that. So I went. . .

"Well, I can tell you now that I'm glad I did. Professionally, this is the best thing that ever happened to me. I've tackled admin problems here that they couldn't have anywhere else in the world. I think I've been solving some of them. I think now, at age 32, that I've learned a great deal more than most officers in my cone could have, and that I'm ready to tackle any post they could send me to—no matter how large or important. Believe me, I could kiss Vance for what he's done for me careerwise."

Arriving at his home across the Niger, he was greeted at the gate by a watchman who is paid by the U.S. Government. He walked past banana trees and clumps of sugar cane onto a large veranda. Inside, dinner was ready and the table had been set. But first a servant brought out the drinks.

At staff meeting, from left, are *Keith Wauchope*, *Harold Geisel* and political officer *Edward Brynn*. *(Photo by Sanford Watzman)*

"You know, I could live this way for a while," Mr. Geisel said, smiling. "All in all, things could be worse." On the walls in the living room and dining room more than 100 tribal and ceremonial masks were on display. "I've really gotten into this," he said. "That's another reason I'm glad I came. The Malians are among the most creative people on earth. And they're one of the friendliest, with a high opinion of Americans and a strong desire to emulate our successes."

But the people of this site of an ancient African empire—one ruler once went to Mecca accompanied by an entourage of 60,000 persons—today have a long way to come. The per capita income is $96. The literacy rate is only 5%. Life expectancy is 38 years. The infant mortality rate is 200 per 1,000 (compared with 17 per 1,000 in the United States). Aside from Hotel de l'Amitie, the only impressive building in the city was contributed to it by Saudi Arabia—a gleaming white mosque with lighted twin minarets. The buildings of the old French colonial administration have retained little of their grandeur. Most of the people live in stone abodes and, further out, in mud huts with thatched roofs.

The embassy is in a three-story building at the corner of Avenue Mohamed V and Rue Testard (Mr. Geisel's administrative compound is across the street). On the second floor of the chancery are the offices of the ambassador (Anne Holloway, the new U.S. envoy, had not yet arrived) and Mr. Wauchope. "This is my third African post, and it's turning out to be the best one," he said. "I'd certainly rather be here than at the opposite end of the continent, in Asmara, where I had to close down the consulate general when we were expelled with four days' notice. Being a DCM is one hell of a good opportunity for an O-4. Especially here. What turns me on professionally is our large AID operation in Mali, and having the experience of being associated with an effort of that magnitude. There's also the diplomatic challenge of trying to influence an essentially neutral government, bringing them at least part of the way over to understanding the American view of things. This is not an inconsequential country. It has leaders who have what it takes to build a good record and win notice in West Africa."

***Linda Wauchope*, holding mobile radio, and contract employee *Norma Fertner*, wife of the Marine noncommissioned officer-in-charge.** *(Photo by Sanford Watzman)*

"It's great being with my husband," said Linda Wauchope, an O-6 general services officer. "I'll say that much. We were married while I was serving in Nairobi and he was in Asmara. The wedding was back home in the States, and then we returned to our respective posts. There was a stretch from November to August when we weren't together, though he was able to visit me a couple of times. Now that I have him with me, I'd like to have our air freight. We got here on September 13, and as of October 31 it was still in Washington. Our car's in Abidjan somewhere. But this isn't any kind of record. I understand that some of the people here had to wait a great deal longer."

"That's right," said Paul P. Pometto II, another general services officer. "Ambassador (Patricia) Byrne ordered some carpeting to be sent out here before she arrived to take over this post. When she left here recently to take on a new assignment, the carpeting still hadn't arrived. A Baltimore dispatch agent swore he had sent it to Lagos, but we never did locate it there. Maybe it rolled out in the Atlantic Ocean somewhere."

Mr. Pometto, 28, is a former Peace Corps volunteer who joined State as a Civil Service clerk-typist in the Language Services Division. Arriving in Bamako on an excursion tour, he's now an FSR-8. "I was in Benin while I was in the Peace Corps, but this is a much more interesting part of Africa," he said. "And Bamako is a perfect base to see it all from. You can go in all sorts of directions from here. For instance, you can take a six-day trip by riverboat with a stop in Timbuktu and other places. I've taken a Boy Scout troop lots of places from here; it's an American troop but it has boys from a dozen different countries. We're at a crossroads here of different African cultures."

He added: "For me, there's plenty doing right here in Bamako too. My friends and I take turns throwing parties, and we always in-

Paul Pometto, **left, at the balafon, with Malian friend.** *(Photo by Sanford Watzman)*

vite Malian people. We drink quite a bit—but it's tea, not liquor. The Malians are big on tea; they'll bring their own pots, and we sit around all night drinking it and talking. They're intensely interested in the United States. Things like male-female relationships in the States intrigue them, because they have such a strong patriarchal society here. When I tell them about my four sisters, they're fascinated to hear that one is an air stewardess, one the assistant manager of a supermarket, one a secretary at HEW and the fourth a college student."

Steven Wagenseil, the 32-year-old consular officer, is another Peace Corps alumnus. "Believe it or not, this was on my list of places that I wanted assignments to. I was in the Ivory Coast with the Peace Corps,

Steven Wagenseil **prices articles on trip outside Bamako.** *(Photo by Sanford Watzman)* and I came here as a tourist. So I knew the area. I could also speak some Bambara. My major at Yale was French, and I wanted to be in a French-speaking area too. Realistically, a young officer like me—an O-6—will be given much more interesting things to do in a small place like this than in Paris. I see Africa as a theater of really important action for the Foreign Service. The West is competing with the East here, and this is where some important decisions are being made. I have a feeling I've gotten into things real early, right on the ground floor."

"I'm sorry I didn't get here earlier," said Leon Kurtzman, 43, FSS-5 chief of the communications section. "I've already extended my tour once, and I think I'm going to sign on for two more years. Why? Well, frankly, I like the money. I don't think you can knock that 25% hardship differential. But that isn't all of it—because I've been at other 25% places. I guess I like it here because I have a cook, I have a gardener, I have a swimming pool and the general services officers see that my place is well taken care of. In my work, too, there's plenty to keep me busy—all kinds of different things. For example, since our people don't have any telephone service to speak of, they've been given walkie-talkies for emergency communications. We have about 50 of 'em outstanding. It's my job to service them and to instruct people on how to use them. I just don't know when I'll want to leave here."

Mr. Kurtzman, though, has a quite a way to go before he equals the record for tours in Bamako held by Maxine Bradrick, the Foreign Service nurse. She's been in Mali since she entered the Service in 1967. "I was advised back then never to turn down an assignment, and this is the one I got," she said. "I'd never heard of the place. I looked it up in the encyclopedia, but evidently they didn't know much about it either, because all they had was an entry of about an inch and a half. So I came here knowing very little. But as soon as I arrived I fell right in with the climate. It's very hot and very dry, just like back home for me, which is in Bakersfield, California. All I can tell you is that I like the people—both our people and the Malians. The job is wonderful. With the regional medical officer coming here from Dakar only every other month, I have to make lots of decisions myself and I feel good about what I've been able to accomplish. Staying healthy here doesn't have to be a big problem—not if you follow competent medical advice and rely on good common sense."

"Well, my four kids have had headlice, they've had worms, they've had prickly heat—and yet they love it," said Ron Peters, the FSRU-5 supervisory general services officer. "Out at the house we have goats, chicken and geese and the kids ride on the back of this huge turtle. They're doing well in school too—without any TV to watch, they do a lot of reading and are reading above their age level. We're having a Halloween party tonight out at our place for 118 kids. But there's no point in overstressing it. It's great for them and it's been great for me—I've had a chance to move from security into an out-of-function assignment where I have more potential. But it's not been all fun and games for my wife. She has the responsibility of running this family, and believe me it can be rough. She has to manage without lots of advantages that people in the States just take for granted."

At the commodious, dimly-lit cocktail lounge in the Hotel de l'Amitié, this doesn't appear to be the case. And then you remember the candle in the candleholder. This is Africa all right.

Maxine Bradrick **and** *Mike Dwyre,* **AID program officer.** *(Photo by Sanford Watzman)*

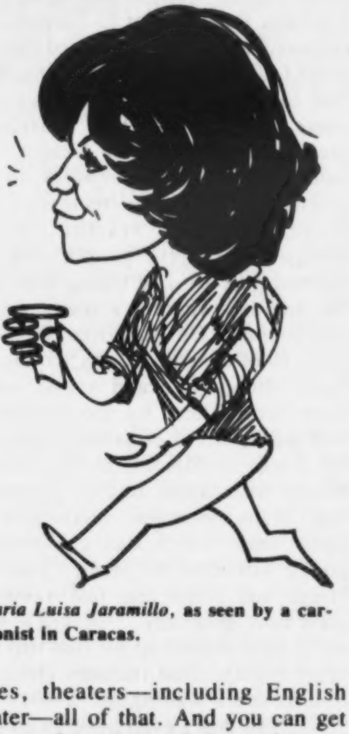
CARACAS: 'City of eternal spring'

IN CARACAS, the proud capital of Venezuela—also the birthplace of fighter for independence Simon Bolivar—people don't talk about the weather. It's the "city of eternal spring." That's that. It's one of those cases of perpetual good news being no news. What people do talk about here, especially the cooped-up diplomatic corps, is the automobile traffic. That's bad news. It too is perpetual, just like the good weather, except that each person's favorite horror story sounds worse than the other's.

Maria Luisa Jaramillo, communications and record officer at the U.S. embassy, said: "My 13-year-old daughter, Frances, gets picked up by the school bus between 6:30 and a quarter to 7 in the morning. She has to be in school by 8, and she gets there just in time." Leslie Hickman, junior officer in the consular section, said: "I was born in New York and went to school in Chicago. I grew up with traffic. But here it's really something. I know people who have headed for those wonderful beaches on the Caribbean, but after being on the road for three hours they've turned around and come back." Robert Knickmeyer, petroleum officer in the economic section, said: "I live seven miles from the embassy. When I first came here three and a half years ago, it used to take me a half hour to drive that distance, leaving my house at 7:30. But there are so many more cars on the road now that I have to leave at a quarter to 7. If I still left at 7:30 I wouldn't get here until 9." Charles Dudley, commercial officer, said: "I live 12 minutes from the embassy by car—providing I start out for work before 7 and head home after 7:30. Otherwise it takes me an hour." Margaret Kieffer-Lopez, head of the U.S. Embassy Women's Association, said: "I know one person who tried to get home by public transportation once, and it took him four hours." Personnel officer Harlie Smith, commenting on the fact that gasoline in this oil-rich country costs as little as 13 cents a gallon, said: "So what? You probably pay as much per mile as you would in the States. You never seem to get out of second gear."

Cultural attache *David Gray*, left, with Venezuelan sculptor *Cornelis Zitman* and plaster of Paris model.

The traffic problem is one of the sad ironies about Foreign Service life in this scenic, bulging city, where mountains are visible between the skyscrapers. The very attributes that once made it a choice post—its modernity, its affluence, the excitement of an expanding economy—have created the seeds of its current disrepute. For with rapid growth have come the bitter fruits of urbanization—too many cars, a tremendously high cost of living, the inability of municipal services (such as the water supply) to keep up with increasing demand. "This is Los Angeles, South American style," one Caraqueno has said.



***Maria Luisa Jaramillo*, as seen by a cartoonist in Caracas.**

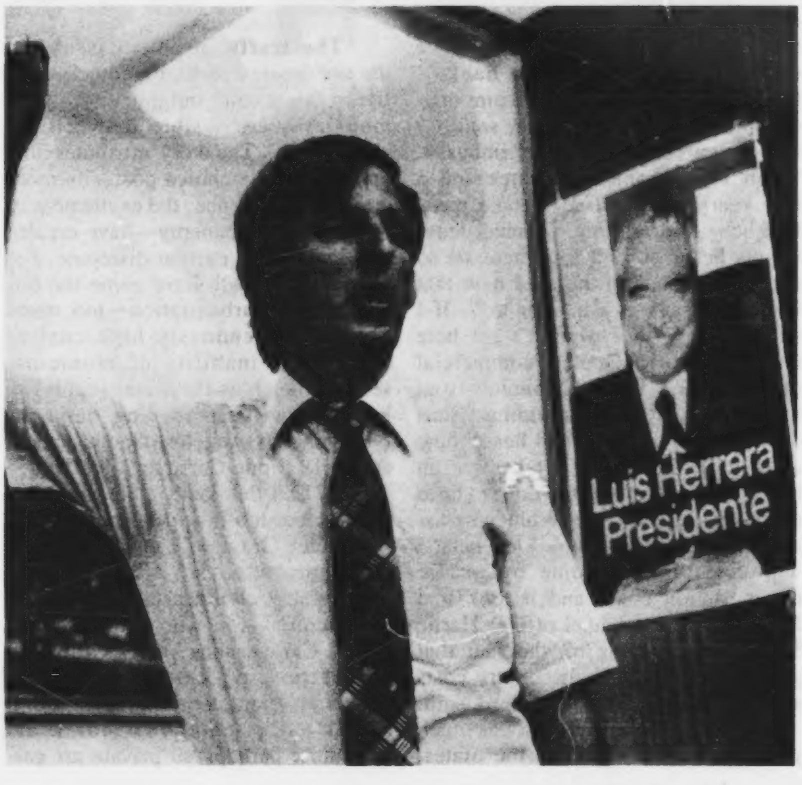
"I find this lamentable, as far as it goes, but too much is made of it," said Helen Gray, wife of David Gray, the cultural attache. "After all, this is a supremely civilized city that offers opportunities you won't find at most posts. Caracas has three symphony orchestras, all kinds of chamber music, an opera company, an international ballet company, three art museums, perhaps 60 private art galleries, theaters—including English theater—all of that. And you can get to know the artists and the performers very easily. There's lots of mingling. Anne Edwards, one of our secretaries, plays the flute here. So does Sydney Goldsmith, one of the political officers. Charity Janerette, a cultural officer on David's staff, sings with a

Joan Sallis. *(Photo by Sanford Watzman)*

choral group. For the women—even though Venezuelan law presently makes it difficult for them to obtain employment here—there's a very active Venezuelan-American Association of University Women. It has arranged for us to take courses in everything from belly-dancing and yoga to gourmet cooking and the religions of the world."

"It isn't difficult to overcome these problems," said Joan Sallis, secretary to administrative officer Thomas Fitzpatrick. "You just decide you're going to do something about it. Then the bellyaching stops and you realize what a great place this really is. That's been my experience in the two years I've been here. People were telling me at first there's nothing to do, they couldn't get out on account of the traffic. Well, as part of my job, I became the editor of El Turpial, our embassy newsletter. I decided that, in order to find out what was going on, I had to go out myself and see. So some of us—like Dick Martin, a junior officer, and Jim Leader, the labor attache—went to work to rejuvenate the embassy recreation association. We started doing things—the single people and the married people—like taking trips into the interior, where it's really gorgeous country. On Memorial Day last year, 10 of us rented a huge cottage at Cata, about three and a half hours from here. Then, by the Columbus Day weekend, 45 of us had signed up for a trip to Merida, in the Andes, where we stayed at this gorgeous hotel in the mountains, relaxing in the game room which had a fireplace, going horseback riding, playing bridge and poker and just having a good time generally. You know how many have signed up for that trip this year? Eighty! That includes children. And there's a waiting list of 40."

"You don't even have to go that far," said labor attache Leader. "Right here on top of us we have Avila National Park, in the mountains that separate Caracas from the sea. It's one heck of a wilderness area—



Jim Leader. *(Photo by Sanford Watzman)*

***Ambassador* and *Mrs. Luers* with embassy children at "International Year of the Child" celebration.**

Harlie Smith *(Photo by Sanford Watzman)*

really nice for people who are into hiking and camping. It's large enough so you can keep going back there time after time, without having to follow the same trails. It has waterfalls like Yosemite in California, but it's more rugged than Yosemite. The mountains go up 9,000 feet. For me, anyway, this helps to make up for the fact that it's tough to be able to swim here, or to play golf or tennis. You have to belong to a club to really get to do those things, but none of us can afford the initiation fees, which might be up to $10,000 for a place with a pool and tennis, or up to $80,000 for the golf country clubs. What you can do is rent someone's membership shares, for about $150 to $300 a month. But there are waiting lists for that. Some of the wealthy people here buy up three or four shares on speculation and sell them later at tremendous profits."

Ambassador William H. Luers has moved into the breach by opening the pool at his residence to all embassy employees. Strongly attached to Venezuela, where he had served earlier as political counselor, he takes frequent trips around the country and makes it a point to take staff members with him whenever possible. "This is an exotic place," he said. "It's a shame for anyone not to get to know it. I know what they're missing, and I encourage the people here to get out and take a look—not to feel defeated by what seem like obstacles."

"You know what it is?" said Barbara Moller, wife of the Army attache, Lt. Col. Carl Moller. "I think it's the fact that at a hardship post in Africa you don't expect things to work out well, so you're more accepting. Here you know that you're in an up-to-date place, so you expect everything to be just perfect. That's not realistic. It isn't perfect back in the States either."

"Yes, there are two sides to everything," said administrative officer Fitzpatrick. "There's no hardship differential here, but there *is* a cost-of living allowance, which we truly need. The good news is that you can go to any number of excellent restaurants, taking your pick of cuisines. The bad news is when the check comes. Six of us went to one near the beach recently. We had some great seafood, no appetizer, no salad, and sangria—the cheapest drink we could get. It came to about $25 for each of us, including the tip."

"Things can always be worse," said Ms. Sallas, his secretary. "Look, here's something I wrote for the embassy newsletter." The item, headlined "It Could Be Worse," read in its entirety: "Did you know that due to the changing currency values a cup of coffee in Japan today costs $1.58!!! See, it really could be worse."

Evidently, the same thing can be said for the traffic congestion. It was worse in October than it is today. For the authorities in Caracas, starting in November, launched an experiment under which everyone must keep his or her car off the street at least one day each week. The day is determined by the last digit on your license plate.

But there are many embassy employees, such as personnel officer Smith, who needn't worry about risking the fine of some $50 that one has to pay for violating that edict. Mr. Smith lives near the embassy and walks to work. On his way there, and heading back home in the evening, he can enjoy the eternal spring.

See, it really could be worse. ■

NEWS HIGHLIGHTS

Ambassador Brewster **tries out machine as** ***Jan Augustine*****, systems analyst, briefs him. Between them is administrative counselor** ***Danny Williamson*****. Company representative is at right.**

Department launches minicomputer project for overseas posts

An ambitious, multi-year project has been launched to install and operate minicomputer/word processing systems at many of the Department's overseas posts. The signing of a contract signalled the end of a three-year development effort, which involved pilot testing of minicomputer systems and programs at several posts, designing a core of standard programs, and evaluating the proposals of several computer manufacturers.

In London, Ambassador Kingman Brewster participated in ceremonies recently marking the opening of the new minicomputer center at the U.S. embassy. London is the first post to receive the Wang VS computer under a joint State/AID/ICA program which envisions installing some 30 such systems worldwide over the next three years. Although labeled a "minicomputer," the system brings to the post processing power which would have been available only on a much larger "mainframe" costing millions of dollars a scant five years ago.

The computer system has been designed and programmed to permit overseas posts to manage better their information storage, retrieval and processing requirements. Programs have been developed for the personnel, housing and property management functions of the post. By 1981, programs will be available to support the issuance of immigrant and nonimmigrant visas at posts with heavy consular workloads.

In addition, several other agencies are planning to develop systems using the post computer. In London, the Departments of Agriculture and Commerce both intend to have systems operating early this year.

A special feature of the minicomputer system is that it also can serve as a word processing system. Many of the computer terminals and their associated printers can double as sophisticated word processors. An operator can easily switch from a computer operation (such as data entry) to a word-processing task (such as preparing standard correspondence).

A standard core of programs will be available on all of the minicomputer systems, to support activities in the consular, personnel, commercial, general services and budget sections of the posts. In addition, several general-purpose programs, such as a mailing label and a visitor control application, will also be supported. The Department will fund and operate about 23 of these systems; the remainder will be installed and operated by ICA and AID.

Prior to each computer installation, a survey team will visit each post to assess its data and word processing requirements and help it prepare for the installation. At that time, another team will assist each post in physically installing the equipment, in converting files from manual to automated form, and in training end-users at the post in how to use the programs.

The Information Systems Office of the Bureau of Administration, the Foreign Service Institute and the regional bureaus are cooperating in developing several training and orientation programs for personnel who will be managing or using the automated systems. End-user training will be integrated into the institute's functional course offerings; data and word processing management concepts will be introduced into various middle and senior-level courses; and a system manager course will be given to officers who will be managing the systems overseas.

Smaller overseas posts with more limited data/word processing requirements are scheduled to receive word processing systems which can support some data processing functions. Several regional workshops are planned to train word processing supervisors and operators at these smaller posts.

—Edwin L. Brown

Watson staff gives consular briefings in 8 U.S. cities

Officers of the Bureau of Consular Affairs have fanned out across the United States, in the first operation of its kind, to conduct a series of special briefings for congressional aides who work in the home district offices—the places where many Americans come to request assistance with Government agencies and to lodge complaints. The briefings came as a follow-up to similar sessions in 1979 with members of Congress themselves and their staff employees on Capitol Hill. A total of 350 home office caseworkers, representing 200 congressional offices, were reached through workshops conducted in eight cities—Chicago, Detroit, Boston, New York, Atlanta, Fort Worth, Los Angeles and San Francisco.

Our Very Own Chronicle

Fifteen years ago, in January, the Newsletter reported that:

Some 24,000 books in the John F. Kennedy Library in Cairo were destroyed by rioters protesting the Belgian-American rescue mission in the Congo; the government of the United Arab Republic offered restitution, plus a rent-free building for use as an interim library . . . . President Johnson announced new assignments for two career officers serving as ambassadors—Wymberley DeR. Coerr was to go to Ecuador and Maurice M. Bernbaum to Venezuela . . . . . Career officer Richard T. Davies was named assistant USIA director for the Soviet Union and eastern Europe.

Barbara M. Watson, assistant secretary for consular affairs, said: "We chose those cities because of the high density of congressional home officers in the metropolitan areas concerned. Three bureau officers from Washington participated in each briefing, along with the agent-in-charge of the passport agency having jurisdiction in that area. The officers gave a brief overview of the organization and function of the State Department, and then more detailed presentations on visa, passport and overseas citizens services, allowing time for questions from the audience. Representatives of the local Immigration and Naturalization Service office also took part in the visa portion of the briefings—to help clear up the caseworkers' misunderstandings on the division of work between that agency and the visa function, as administered by the Department's Visa Office."

Miss Watson took part in the Boston, New York, and Los Angeles workshops. In addition, she appeared at several consular-oriented media events, as did the other bureau representatives. These included radio talk shows, television programs and newspaper interviews—all serving as forums for discussion of bureau services.

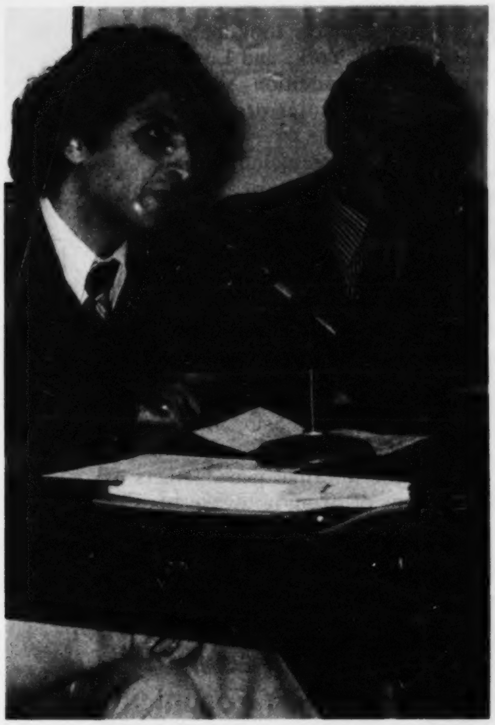
"Comments from the caseworkers have been overwhelmingly laudatory," she said, "and have indicated a growing sense of partnership between the bureau and the Congress. Similar workshops will be held on a regular basis in the future. Consular Affairs views these informal get-togethers as one means of opening up the lines of communication between the Department and the Congress, thereby aiding our mutual efforts to better serve the American public."

Trans-Africa leader to address Open Forum

Randall Robinson of Trans-Africa, an organization of black Americans interested in foreign policy, will be the January 16 speaker at the noon-hour Open Forum session in the Department. He will discuss the situation in southern Africa, and will take questions from the audience following his address.

Others scheduled to speak in January include Roger Hilsman, former director, Bureau of Intelligence and Research, now on the faculty at Columbia University, who will discourse on the future of international affairs; Philip Habib, special adviser to Secretary Vance, who will speak on the Caribbean; and Congressman James Leach (R.-Io.), an ex-Foreign Service officer and a member of the House Committee on Foreign Affairs, whose topic will be "Republican Politics in 1980." Paul Flacks, Zionist Organization of America, was to have spoken January 9.

December speakers were Dimitri Simes, Georgetown University, on the Soviet succession; Edmund Hanauer of Search for Justice and Equality in Palestine; Dr. Stephen Kobrin of Massachusetts Institute of Technology, on political assessments by business corporations; and Frank-



OPEN FORUM—***James Zogby*, left, of the Palestine Human Rights Campaign, was a recent speaker at the noon-hour sessions. *Paul Molineaux*, forum chairman, is at right.**

lin Knight, Johns Hopkins University, on the Caribbean.

The following statement was released by Open Forum chairman Paul Molineaux on behalf of the organization's steering group:

"It is an appropriate time to restate some of the basic principles and practices of the Secretary's Open Forum.

"The Open Forum was created during a period of intense controversy and disagreement in the Department and in American society over the fundamental principles of U.S. foreign policy. Then and now it serves as an in-house means for encouraging creativity, openness, and the free expression of views in the foreign policy process and provides a vehicle for transmitting to senior officials responsible alternative points of view on substantive policy issues. It follows that these activities are not endorsed as Department positions or policies and there is no formal obligation on any official to accept Open Forum positions. Persuasion alone is the hallmark.

"The Open Forum, through its speakers program, the Open Forum journal, the more recently created working groups, and by monitoring the Dissent Channel, has sought to conduct a vigorous and intellectually honest examination of the full range of foreign policy issues confronting the United States. These activities are based on the belief that the responsible conduct of foreign policy is best served by candid discussion, the free flow of ideas and a fair hearing for a range of positions and views even when they run contrary to existing policy or majority opinion. Debate on public issues should be unimpaired. This extends, in our judgment, even to issues which have been termed "sensitive" in a domestic political sense. To paraphrase: The best policy is reached by the free trade of ideas; the best test of truth is the power of the thought to get itself accepted in the competition of the market. In the long term, this process will contribute to policy that is both better understood and more widely supported than policy that is formulated in isolation or dominated by special interests." ■

Order these publications

The NEWSLETTER office has had several requests from retired Department personnel for copies of the Department telephone directory, the "Key Officers of Foreign Service Posts" booklet and the "Diplomatic List." Each of these publications is a product of the Government Printing Office and can be obtained by direct order. The following information should help if you want to place an order:

Telephone Directory: Issued quarterly, $3 per copy for domestic mailing; $3.75 foreign mailing.

"Key Officers": Issued three times a year, $1.50 for single copy; $4.50 per year for subscriptions, with $1.25 additional for foreign mailing.

"Diplomatic List": Issued quarterly, $2 a copy; subscription price $8 a year domestic; $2 a year additional for foreign mailing.

Write to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (202) 783-3238.

OFFICE OF CUBAN AFFAIRS—***Huber Matos*, second from right, recently released by Fidel Castro after 20 years as a political prisoner, visits at State. Flanking him are *Myles Frechette*, office director, and *Terrezene Brown*, consular officer. *Mrs. Matos* is on left.**

APPOINTMENTS

M. Nimetz tapped as successor to Benson

President Carter has stated his intention to nominate Matthew Nimetz, counselor of the Department, to replace Lucy Wilson Benson as under secretary for security assistance, science and technology. Ms. Benson has resigned.

Mr. Nimetz

Before joining the Department in 1977, Mr. Nimetz was a partner in the New York law firm of Simpson Thacher & Bartlett. He was also a commissioner of the Port Authority of New York and New Jersey, and a member of the Health Advisory Council of the State of New York. Mr. Nimetz served as the executive director of Governor-elect Hugh L. Carey's transition task force. From July 1967 until January 1969, he was staff assistant to President Lyndon Johnson, and was a law clerk to U.S. Supreme Court Justice John M. Harlan, 1965–67.

Mr. Nimetz, born in New York on June 17, 1939, is married to the former Gloria Lorch.

Rozanne L. Ridgway: counselor for State

President Carter has announced his intention to nominate Rozanne L. Ridgway, ambassador to Finland since 1977, as counselor of the Department. She would succeed Matthew Nimetz.

Ms. Ridgway

Miss Ridgway was deputy assistant secretary for oceans and fisheries in the Bureau of Oceans and International Environmental and Scientific Affairs, 1975–77, and deputy chief of mission in Nassau, 1973–75. In 1972 and 1973 she was deputy director of policy planning and coordination in the Bureau of Inter-American Affairs. From 1970 to 1972 she served as an international relations officer in the Department. Miss Ridgway has also held assignments as information specialist in the Department, 1957–59; personnel officer in Manila, 1959–62; and visa officer in Palermo, 1962–64. She was the recipient of the Superior Honor Award in 1966 and 1975, and the Meritorious Honor Award in 1970. She also received the William Jump Meritorious Award from the National Fisheries Institute.

Ms. Ridgway was born in St. Paul, Minn., on August 22, 1935. She received a bachelor's degree from Hamline University in 1957.

Corporate executive gets refugee post

President Carter has appointed Victor H. Palmieri as U.S. coordinator for refugee affairs, and also has nominated him to be ambassador-at-large for refugee affairs. He will be responsible for coordinating and developing policy guidance for all U.S. refugee and humanitarian relief programs. He will chair the Interagency Committee on Refugee Affairs and will act as liaison on refugee matters with state and local governments and voluntary agencies. In the ambassadorship, he would represent the administration in talks with international relief organizations and foreign governments. He would succeed Dick Clark, who has resigned.

Mr. Palmieri has a background in corporate crisis management. He was a chief executive of the Pennsylvania Co., 1971-78, and played a key role in the complex reorganization of the parent Penn Central Transportation Co. As chief executive of Victor Palmieri & Co., he has provided management assistance to business and government institutions since 1959.

After graduating from Stanford University and Stanford Law School, Mr. Palmieri joined the O'Melveny & Myers law firm in Los Angeles where he worked until 1959, when he became executive vice president of the Janss Investment Corp. He was president of that company, 1963-67. In 1967 he came to Washington as deputy director of the National Advisory Commission on Civil Disorders, and then returned to California as president and chief executive officer of the Great Southwest Corp. in Los Angeles.

A trustee of several educational institutions, he is also chairman and founder of the American Learning Corp. Mr. Palmieri is a director of the Phillips Petroleum Co., and a trustee of the Rockefeller Foundation, the Center for Law and the Public Interest, and the Committee for Economic Development. He is also a member of the President's Commission on White House Fellowships, and the Council on Foreign Relations.

Mr. Palmieri was born in Chicago, Ill. on February 16, 1930. He has three sons.

Linowitz: Middle East negotiator

President Carter has nominated Sol M. Linowitz, a Washington attorney and chairman of the Presidential Commission on World Hunger since its establishment in 1978, as his personal representative for Middle East peace negotiations. Mr. Linowitz would succeed Robert S. Strauss and have the rank of ambassador.

Mr. Linowitz

Mr. Linowitz served previously as co-negotiator of the Panama Canal treaties. From 1966 to 1969 he was the U.S. ambassador to the Organization of American States and U.S. representative on the Inter-American Committee of the Alliance for Progress. He has had wide Government experience, dating to

1942, when he served as assistant general counsel for the Office of Price Administration. He has also served as a member of the board of trustees, John F. Kennedy Center for the Performing Arts, 1964; chairman, National Urban Coalition, 1970–77; president, Federal City Council, 1974–77; and chairman, Commission on U.S.-Latin American Relations.

Mr. Linowitz was with Xerox Corp. from 1946 to 1966, beginning as vice president and general counsel, and serving as chairman of the board from 1961 to 1966. He was with the Washington law firm of Coudert Brothers from 1969 until 1977, when he returned to Government service with the personal rank of ambassador.

Mr. Linowitz is a senior partner of Coudert Brothers and a member of the board of directors for Time, Inc., Pan American World Airways, Inc., and Marine Midland Banks, Inc. He also is a trustee of the Mutual Life Insurance Co. of New York City, Johns Hopkins and Cornell Universities and Hamilton College. He has served as chairman of the national council of the Foreign Policy Association, and chairman of the board of overseers of the Jewish Theological Seminary. He is a member of the National Commission on Critical Choices for Americans, Phi Beta Kappa, Phi Kappa Phi and the Order of the Coif. He is the author of "This Troubled Urban World" and a contributor to many professional journals.

He practiced law in Rochester, with the firm of Sutherland & Sutherland, 1938–42. He was a partner in the law firm of Sutherland, Linowitz and Williams, 1946–58, and then a partner in the law firm of Harris, Beach, Keating, Wilcox & Linowitz, 1958–66.

Born in Trenton, N.J., on December 7, 1913, he received a bachelor's from Hamilton in 1935, and a doctorate in law from Cornell in 1938. He has also received many honorary degrees. From 1944 to 1946 he served as a lieutenant, senior grade, in the Naval reserve. Mr. Linowitz is married to the former Evelyn Zimmerman. They have four children.

Blachly's January quiz: Women

By Fred Blachly

(Answers on Page 95)

Adam tried to put the blame on Eve and, ever since, men have had myriad ideas about women. Some have seen them as angels, others as devils. Some have placed them on pedestals, others in gutters. Goddesses or nymphs; wantons or innocents; preservers or destroyers—in literature one can find all of these, and everything in-between. Listed below are 10 descriptions of or quotations about women. All were written by men. Can you identify the woman referred to in each quotation, and the speaker and/or the author?

1. "Fair as a star, when only one
   Is shining in the sky."
2. "Was this the face that launched a thousand ships,
   And burnt the topless towers of Ilium?"
3. "Age cannot wither her, nor custom stale
   Her infinite variety."
4. "Drink to me only with thine eyes,
   And I will pledge with mine."
5. "Her pretty feet, like snails, did creep
   A little out, and then,
   As if they played at bo-peep,
   Did soon draw in again."
6. "A form more fair, a face more sweet,
   Ne'er hath it been my lot to meet.
   And her modest answer and graceful air
   Show her wise and good as she is fair."
7. "Here comes the lady: O! so light a foot
   Will ne'er wear out the everlasting flint. . ."
8. ". . . .that bright *Occidental Star*. . . ."
9. ". . . the divine Sarah. . ."
10. ". . .the Swedish nightingale. . ."

Ankara: New post for James Spain

James W. Spain, a career officer, has been nominated as ambassador to Turkey. A change of plans in the Department would put him in this new post, only a short time after the Senate confirmed his appointment as deputy U.S. representative to the UN. Mr. Spain is a former ambassador to Tanzania. [See NEWSLETTER, August-September, for complete biographical sketch].

Earle tapped to head disarmament agency

President Carter on December 19 accepted with regret the resignation, for reasons of health, of George M. Seignious II as director of the U.S. Arms Control and Disarmament Agency. At the same time the President announced his intention to nominate Ambassador Ralph Earle II to replace Mr. Seignious. Mr. Earle has been serving since November 1978 as chairman of the U.S. delegation to the strategic arms limitation talks (SALT) and, since May 1977, as special representative for arms control and disarmament negotiations. He intends to relinquish these duties when he assumes the office of director.

Mr. Earle

Mr. Seignious will continue as director until Mr. Earle assumes office. President Carter announced his intention to nominate him as the at-large delegate on U.S. arms control delegations, with the personal rank of ambassador.

Ambassador Earle, of Haverford, Pa., was the disarmament agency representative to the SALT negotiations, 1973–77. He served as alternate chairman of the delegation from May 1977 to November 1978, when President Carter named him delegation chairman. Mr. Earle served as principal deputy assistant secretary of defense for international security affairs in 1968 and 1969, and for the next three years he served as defense adviser, U.S. mission to NATO. In 1972–73 Mr. Earle was a consultant for SALT in the Office of the Secretary of Defense.

He was born September 26, 1928, in Bryn Mawr, Pa., and received a bachelor's from Harvard in 1950. He was graduated cum laude in 1955 from Harvard Law School. Mr. Earle was a lieutenant in the Army from 1950 to 1952. Before entering Government service, he was partner in the Philadelphia law firm of Morgan, Lewis & Bockius. He is married to the former Eleanor F. Owens of Warrenton, Va. They have five children.

Vanden Heuvel gets new UN post

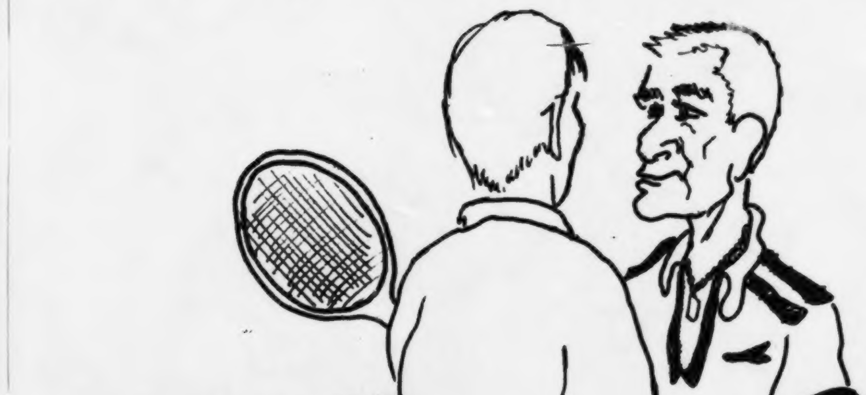
Ambassador William J. vanden Heuvel is the new deputy U.S. representative to the UN. He had been U.S. representative to the European office of the UN in Geneva since 1977. He succeeds James F. Leonard in his new post.

Mr. vanden Heuvel

Mr. vanden Heuvel was an associate in the law firm of Leisure, Newton & Irvin, 1952–57, and Javits, Moore & Trubin, 1959-61. He later was a partner in the New York law firm of Stroock & Stroock & Lavan, 1965–77. He also has held several city, state and federal posts. They include service as executive assistant to the ambassador to Thailand, William J. Donovan, 1953–54; special counsel to then Governor W. Averell Harriman, 1958; special assistant to Attorney General Robert F. Kennedy, 1963–64; acting regional administrator, Office of Economic Opportunity, 1964–65; vice president, New York State Constitutional Convention, 1967; chairman, New York City Board of Correction, 1970–73; and chairman, New York City Commission on State-City Relations, 1971-73.

Mr. vanden Heuvel was editor-in-chief of the Cornell Law Quarterly, 1951-52. He is co-author (with Milton Gwirtzman) of "On His Own: RFK, 1964–68," and of many articles in professional journals.

Born in Rochester, N.Y., on April 14, 1930, Mr. vanden Heuvel received a bachelor's in 1950 from Cornell, where he won the George Lincoln Burr scholarship, and a law degree from Cornell in 1952. From 1952 to 1954 he served in the Air Force. He is a member of the Order of the Coif. He is married to the former Melinda Fuller Pierce. They have four children.



"Okay, Goodwin, you're new at this post and this is your first doubles against the Ambassador, so just remember: never hit to his backhand and when he is at the net, never hit it down the alley or lob it over his head. And for god's sake, if he ever hits a first serve in, whatever you do, DON'T RETURN IT!"

Helman to get envoy rank in UN post

Gerald B. Helman, since 1977 deputy assistant secretary for international organization affairs, is slated to be the new U.S. representative to the European office of the UN, in Geneva. He would have the rank of ambassador, succeeding William J. vanden Heuvel.

Mr. Helman

Mr. Helman joined the Foreign Service in 1956 and was assigned as an intelligence research specialist. He served as an economic and consular officer in Milan, 1958–60; political officer in Vienna, 1960–62; economic officer in Barbados, 1962-63; and foreign affairs officer in Washington, 1963–68. He then was counselor for political-military affairs at the U.S. mission to NATO, in Brussels, for five years. From 1973 to 1974 he was a Woodrow Wilson fellow at Princeton. After completing his studies, he was assigned as deputy director of the Department's Office of NATO-Atlantic Political-Military Affairs. In 1976 he became director of the Office of UN Political Affairs, in the Bureau of International Organization Affairs. He served until 1977, when he became deputy assistant secretary for political and multilateral affairs in that bureau.

Born in Detroit on November 4, 1932, he received a bachelor's in 1953 and a law degree in 1956—both from the University of Michigan. He practiced law in Michigan before joining the Foreign Service. Mr. Helman twice won the Department's Meritorious Honor Award—in 1967 and 1971. He is married to the former Dolores Hammel. They have three children.

Smythe gets added post

President Carter has selected Mabel Murphy Smythe, since 1977 U.S. ambassador to the United Republic of Cameroon, to also serve as envoy to the Republic of Equatorial Guinea.

Lutheran man named envoy to Norway

Sidney Anders Rand is the President's nominee for ambassador to Norway. Mr. Rand, president of St. Olaf College in Minnesota since 1963, was a Lutheran pastor, 1943–45, and a faculty member at Concordia College in Minnesota, 1945–51. He was president of Waldorf College in Iowa for five years, and then became executive director of the Board of Christian Education of the Evangelical Lutheran Church. From 1960 until 1963, he was executive director of the Board of College Education for the American Lutheran Church, and was also a tutor, 1962–63, at the Ecumenical Institute, World Council of Churches, in Switzerland.

Mr. Rand

Mr. Rand is a trustee of Fairview Community Hospitals and the Minnesota Private College Council. He has been a director of several educational and religious institutes, and is currently a director of the First Bank of Northfield, the North American Life & Casualty Co., Associated Colleges of the Midwest, the Minnesota Private College Council and the Wheat Ridge Foundation.

His memberships include the Minnesota Board for Continuing Legal Education; Men's Committee for the Japan International Christian University Foundation, Inc.; Public Advisory Council, Minnesota Blue Cross/Blue Shield; Norwegian American Historical Association; American Scandinavian Foundation; and Phi Beta Kappa.

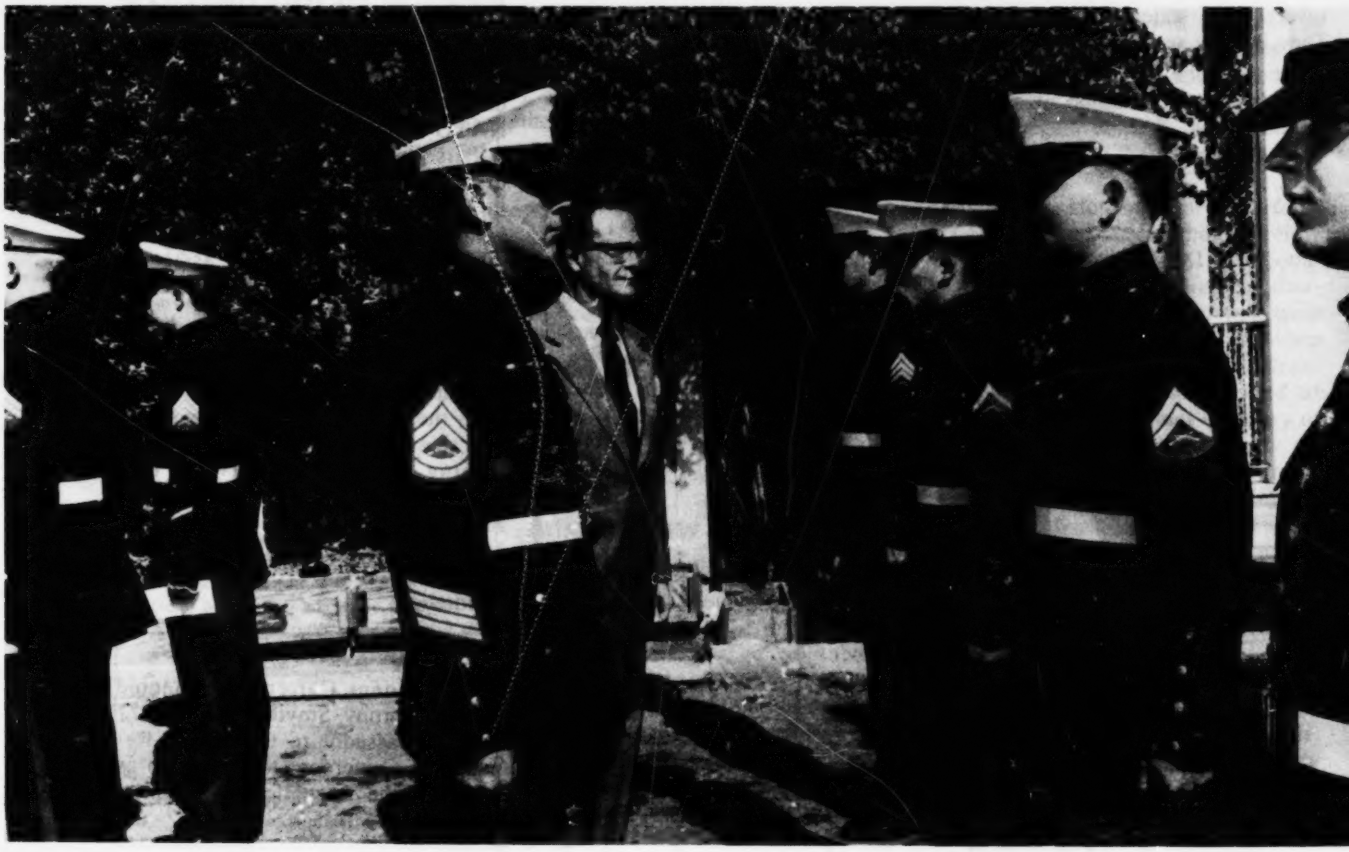
Mr. Rand was born on May 9, 1916, in Minnesota. He is married to the former Lois Ekeren, and has two children and two stepchildren.

Envoy rank for McDonald

President Carter has accorded the rank of ambassador to John W. Mc Donald Jr., coordinator for technical cooperation among developing countries, Bureau of International Organization Affairs, while he serves as U.S. representative to the third general conference of the UN Industrial Development Organization. The conference is to be in New Delhi, January 21–February 8.

Trade post for Baldwin

President Carter has announced his intention to nominate Robert E. Baldwin, of Madison, Wisc., as a member of the U.S. International Trade Commission. He would replace Italo Ablondi, who has resigned. Mr. Baldwin, a former chairman of the economics department, University of Wisconsin, has been a consultant to the World Bank in Washington since 1978. ■



NICOSIA, Cyprus—Ambassador *Galen L. Stone* and non-commissioned-officer-in-charge *J. E. McElroy* conduct personnel inspection.

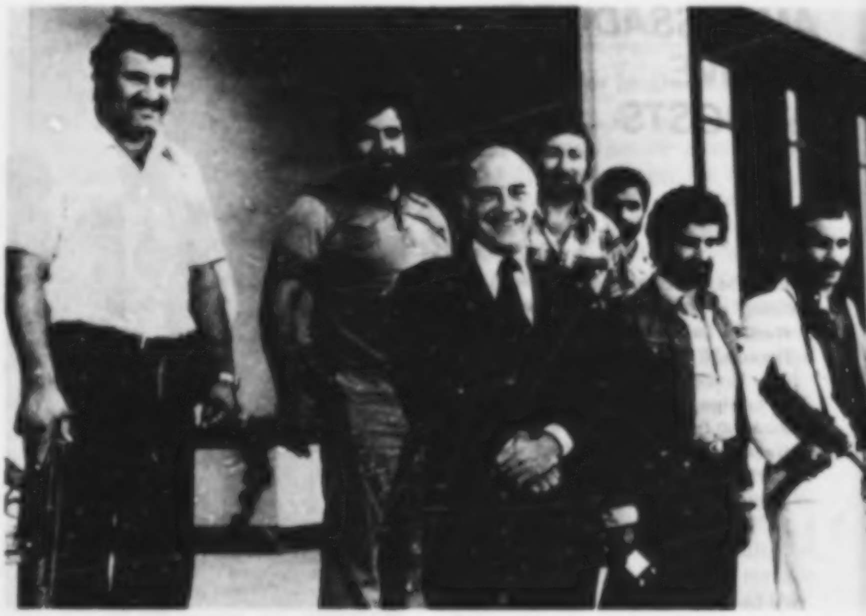
AMBASSADORS ARRIVE AT POSTS

VAILIMA—Ambassador *Anne C. Martindell* presents her credentials to the Western Samoan head of state, *Malietoa Tanumafili II*. At the ceremony are, from left: *Gregory Urwin*, assistant secretary of foreign affairs: economic counselor *Richard Imus;* consular agent *Vernon MacKenzie Sr.;* the head of state; Ms. *Martindell; Lily Malietoa; Ilsabe Imus;* cultural affairs officer *John Williams*.

SOFIA—Ambassador *Jack Perry*, right, reviews honor guard as he prepares to present his credentials as U.S. envoy to Bulgaria. With him is Dr. *Boris Dzhibrov*, Bulgarian chief of protocol.

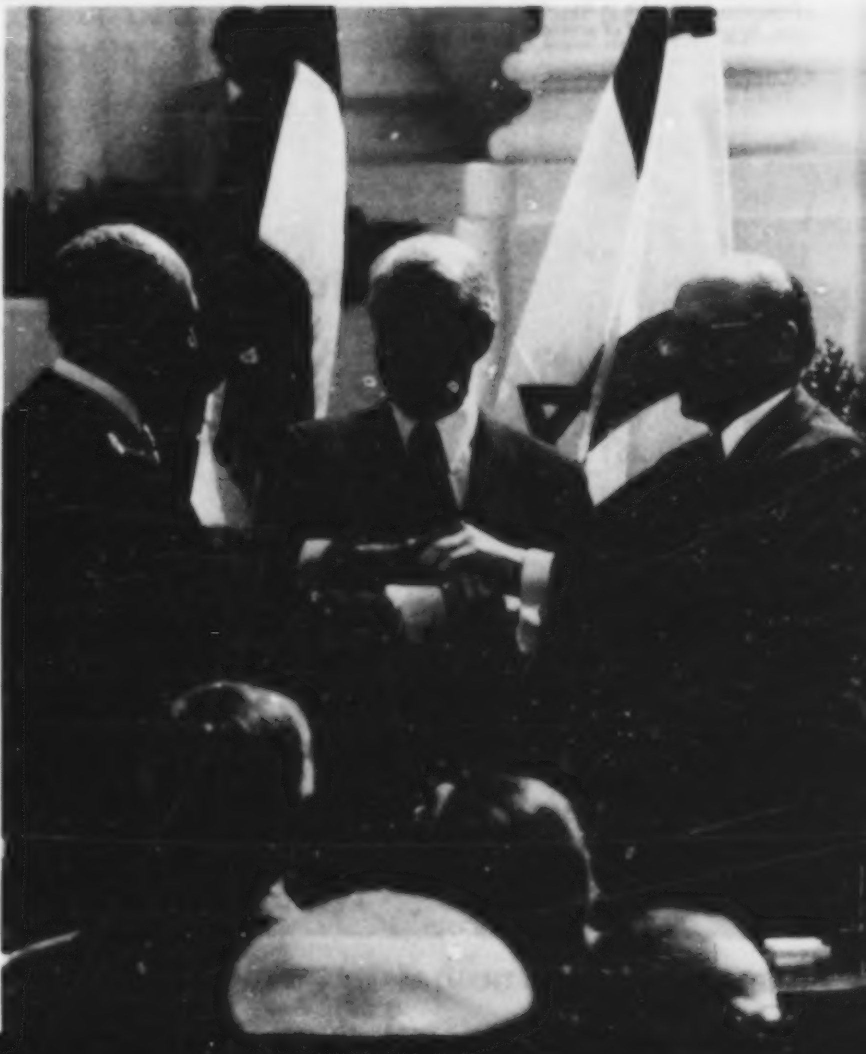
BEST PHOTOS OF 1979

The NEWSLETTER editors, proving again that they're capable of making the tough decisions, have decreed that these are the best photographs that appeared in the magazine in 1979. As they say in Latin, *de gustibus non disputandum est.*



OCTOBER—At the airport in Tehran, chargé *Charles W. Naas*, center, is accompanied by revolutionary guards assigned to protect the U.S. embassy. He was departing upon completion of his assignment. [The NEWSLETTER did not receive the photograph until some months after the event.]

JANUARY—*Chief warrant officer Carr*, assigned to naval facility near the embassy in Bahrain, tempts a young camel with celery stalk while its mother looks on warily. *(Photo by Kenneth W. Parent)*



APRIL—*Anwar El-Sadat*, *Jimmy Carter* and *Menachem Begin*, after signing of the peace treaty. *(White House photo by Bill Fitz-Patrick)*

FEBRUARY—Bobbing for marshmallows at embassy party in Tokyo are, from left, foreground, *Elizabeth Martin*, *Erica Ehly* and *Rebecca Baron*. Youngster at far left is unidentified.

AUGUST-SEPTEMBER—Ambassador *Donald B. Easum* with young Nigerians at a tennis clinic in Lagos.

JANUARY—Manama embassy gardener, *Haji Qambar*, 75 feet up, harvesting dates. *(Photo by Kenneth W. Parent)*

FEBRUARY—Foreign Service children in Islamabad are *Christopher Opila*, *Tanya Huston* and *Gregory Nielson*.

AUGUST–SEPTEMBER—Embassy Brussels awards ceremony. First row, left to right: *Georgette Muylle*, *Arthur J. Olsen*, *Michele De Sadeleer*. Second row: *Edward E. Keller*, *Richard Brendley*, *Maryanne Flynn*. Third row: *Francois Driesen*, *Jacques Simons*, *Paul Bradley*.

OCTOBER—*Secretary Vance*, left, welcomes former Secretaries *Kissinger*, *Rogers* and *Rusk* to fundraising dinner for the Diplomatic Reception Rooms. *(Photo by David M. Humphrey, Visual Services)*

DECEMBER—*Willie Salters*, one of 300 American employees and dependents evacuated from Pakistan, is greeted by his daughter. *(Photo by Walter Booze, Visual Services)*

OCTOBER—Embassy La Paz staff members come up for air after a day in a mine at 15,000 feet. From left are a mining company employee; *Bruce Porter*, minerals attache; *Bob Snyder*, *David Greenlee* and *Walt D'Andrade* of the Political Section; *Enrique Perez*, desk officer from State; another company employee; and *Fernando Urquidi*, embassy national employee. ■

Problems of children highlighted at symposium

Foreign Service youngsters have special needs, say experts

BY JANE TEEPLE

Association of American Foreign Service Women

HOW TO HELP children adjust, overseas and returning to the United States, was the focal point of a "Child of Many Nations" symposium, December 1. The event was held at the Department, under the auspices of the American Association of Foreign Service Women (AAFSW), to highlight the International Year of the Child. An audience of some 200 heard psychiatrists, sociologists and mental health experts talk about transition, education, adaptation and other aspects of Foreign Service life. The Family Liaison Office and Overseas Briefing Center heads, Janet Lloyd and Joan Wilson, were on hand to cull information to send to overseas posts with a videotape of the discussion. AAFSW president Lesley Dorman welcomed evacuees from Pakistan. She read a message from the Canadian foreign service community commending the courage of American Foreign Service people: "Our hearts are with you, and particularly the families of your colleagues in Tehran during their terrible ordeal."

Moderator Jane Freeman, U.S. commissioner for the international year, introduced Dr. Sidney L. Werkman, who ledoff with "The Art of Effective Transition." The former psychiatric consultant to both the Peace Corps and the State Department spoke on the complex problems that stem from cross-cultural situations in host countries to, and on the problems of children who have grown into adolescents away from the United States. Still, he said, research reveals a great deal of evidence that Foreign Service people have a high level of adaptability and are able to cope with stressful situations, even more so than people who have not suffered the traumas of so much moving about.

Dr. Werkman and Ms. Freeman (left), with two other program participants. (Photo by Catherine Elliott)

Dr. Werkman had a great deal to say about the importance of "networks" and "support systems," and how they operate to help the young person in a new country. Family support, he said, as well as the international schools, other organizations, sports programs and recreational groups, are all essential to stability and continuity of life style for the adolescent or younger child, who do not have the built-in adaptability of their parents.

Foreign service children, Dr. Werkman said, as compared with non-mobile youngsters, have shown themselves to be lonelier but more self-reliant, "realistic and sensitive." From a sense of not belonging to any one group, because of spending a few years at one place before moving onto the next post, many youngsters develop a stronger self-image that leads to greater independence, but may also give them a feeling of being isloated, he said.

"Mobile people tend to become adept at making extensive, rather than intensive, friendships," Dr. Werkman said. He quoted one young American abroad as saying: "You know you're isolated when there are a lot of people around, but no one to talk to."

"Intimate friendships develop quickly and with great intensity and have built-in self-destruct qualities," Dr. Werkman said. He recounted one young man's experience who reported: "Never once did I have to break up with a girlfriend. My love affairs were always beautifully, romantically severed in first flush. You could stand at the airport or shipside and simply wave the relationship away."

However, following these separations, Dr. Werkman said, there can be a period of grief, and many times a mentor—who could be anyone willing to listen to a young person mourning a loss—may be very helpful. He added that a long period of mourning may not only be desirable but necessary for some adolescents.

That a family can ease the transition of moving to a new country or returning home was further elucidated by Dr. Bernardo Hirschman, from the Washington School of Psychiatry and Georgetown University, who led the panel discussion on "Families Living Overseas." By being aware that there are four different stages an individual experiences, and a time progression he must go through in adapting to a new country, one can make the transition easier, said Dr. Hirschman. During the first stage, which lasts two or three months, the individual is overwhelmed and excited by the new culture. "The reaction is astonishment and wonder, and the mood is elation and excitement," Dr. Hirschman said. "People become wrapped up in an intense desire to comprehend the differences and try to copy what goes on in the host culture." Adolescents may get involved with social or political groups in the new country during this period. If any family member's involvement becomes too intense, there may be physical repercussions, ranging from heart attacks to arthritis, he said.

Frustration ushers in the second stage, which usually lasts six to eight months. "The mood is confusion and surprise," Dr. Hirschman continued. "People wonder how they were so taken in not to see the problems that occur in the host country." Goals and hopes are not so clear, adolescents may act out their frustrations in antisocial ways, and family members tend to draw together.

The longest phase commences at about the 11th month, with the process of real acculturation. "The task is to be able to give up the old expectations and accept the reality of the situation," he said. "Commonly observed phenomena include a withdrawal from the community or family. It is important for families to give each member space to work this out. This phase, he added, can last as long as a year, and may be marked by drug abuse in adolescents and alcoholism or extra-marital affairs in adults.

The final phase, full integration, begins at the end of the second year when, Dr. Hirschman explained, "a person is a citizen of their own country, yet becomes a participant in the culture he or she lives in at the moment."

Asked why some families succeed and others fail, Dr. Hirschman replied: "Those families where the process of adaptation was shared, thrived, whereas families where the working member is isolated in a career, and delegates the problems to the spouse and children, do not do as well." He added: "If one family member has a crisis getting through a stage, it is a problem for the family as a whole. Also, the knowledge that successful adaptation is a normal step-by-step process, fraught with difficulties, can diminish anxiety. These are stages everyone goes through. Even if you've been to 20 countries, when you move on to the 21st, you have to go through it again.

Varying ways of tackling some of these same questions emerged from the workshops on "Mobility and Identity" and "Moveable Education." Dr. George Coelho, research psychologist from the National Institute of Mental Health; Mrs. Marguerita King, social worker from the Baker Foundation and World Bank spouse; and Michal Keely, daughter of a Foreign Service family, discussed ways of achieving self-identification. And at the workshop on education, sociologist Pierre Casse, from the World Bank, talked about children on the move, and presented a study showing how the overseas child encounters different cultural situations and is able to cope so successfully that, what might have been a problem, becomes a special opportunity and an enriching experience.

Winding up the afternoon, moderator Freeman expressed her thanks to everyone who participated in the symposium, and congratulated the AAFSW for "doing what the international commission hoped people would do."

Copies of the videotape are available through the Department's Family Liaison Office in Washington.

Fatso feeds again

Culinary correspondent is still on the job

BY FATSO

The holidays are over, but the NEWSLETTER *staff gourmet insists that he has more to report. It's an excuse, of course, for him to keep eating. The recipes below were compiled by him as his junket continued (see December issue).*

PICANA (BOLIVIAN SOUP)

I am reporting now from our embassy in La Paz, where Doris A. James is insisting that I try this creation of hers. I am responding by insisting on seconds. In fact, the recipe below, which serves six ordinary persons, is adequate for me:

6 pieces of beef, about 1½ lb.
6 pieces of chicken, about 1½ lb.
6 pieces of lamb, about 1½ lb.
1 small piece of pork, if desired.
6 small turnips, peeled and sliced.
3 to 4 peppercorns.
6 onions, peeled and sliced.
12 small carrots, peeled and sliced.
6 ears of white corn (yellow bantam if not available), cut into 3 pieces each.
3 bay leaves.
Salt.
12 to 18 small pears, peeled if de-

sired, and left whole, if very small; or 4 to 6 med. pears, cut into chunks.
Red wine, to taste.

Fry onions in vegetable oil until tender. Add carrots, turnips and meat (except chicken), and cook until meat loses its reddish color. Fill a large kettle with the meat (except chicken) and vegetables, and cover with water. Add bay leaf, peppercorns and corn halfway through cooking time. Simmer slowly for an hour and a half or more. Fry the chicken in oil in another pan, and set aside until meat in the first kettle is tender. Add the pears and chicken, and cook another 15-20 minutes until chicken is tender and pears still keep their shape. Season to taste and add wine as desired.

Ms. James

This soup is served traditionally in large bowls, with a piece of each type of meat in each bowl.

NEW DELHI DELIGHTS

I took the first plane to our embassy in India when I was advised that Beryl Dee Vrebalovich would agree to cook for me. I got there in time for breakfast and ate all of the following entrees. I append them here with her recipes. Ms. Vrebalovich said:

"I buy a 8-10 lbs. pork leg and make three types of sausage at once. Indian pork is extremely lean. I add 2 lbs. of pork fat and grind once. Freeze up to 3 months."

Breakfast sausage
4 lbs. pork.
Up to 1 tbs. chili flakes (or ½ tsp. cayenne).
4 tsp. salt.
2 tsp. black pepper.
2 tsp. sage.
1 tsp. liquid smoke.

Form into patties or stuff into casing.

Italian sausage
3 lbs. pork.
6 cloves crushed garlic (or ½ tsp. garlic powder).
1½ tbs. salt.
1 tsp. black pepper.
Up to 2 tsp. chili flakes (or ¼ tsp. cayenne).
2 tsp. fennel seeds.
1 tsp. thyme.
1 crushed bay leaf.
(¼ c. red wine—optional but good.)

Form into finger-sized pieces, or stuff.

Chorizo (Mexican sausage)
2 lbs. pork.
1 tsp. black pepper.
Up to 2 tsp. chili flakes (or ¼ tsp. cayenne).
4 tsp. oregano.
4 tsp. cumin.
1 tsp. cinnamon.
2 tsp. salt.
6 cloves crushed garlic (or ½ tsp. garlic powder).
(¼ c. brandy—optional but good.)

Form into patties or stuff.

Coddled and curried eggs
1 tbs. butter.
2 eggs.
½ c. milk.
½ tsp. curry powder.
Salt to taste.

Melt butter in a small omelette pan. Add milk and, when heated to bubbling, add eggs. Sprinkle with salt and curry power, and baste until done to your liking and milk is reduced to a gravy. Serve over hot buttered English muffin, toast, tortilla or chapatti.

Pancake bake
"This is really a giant popover. A spectacular breakfast, I serve it often to our frequent house guests. The pan must be hot and very thick. My very large paella pan does 4 to 6 eggs."

Ms. Vrebalovich

Preheat oven and pan to 425° F.

Proportions per person:
1 egg.
¼ c. milk.
¼ c. flour.
½ to ¾ stick butter for 2 to 6 eggs.
Ground nutmeg.
Preserves.

Melt butter in already heated pan. Mix eggs, milk and flour with a whisk—a few small lumps doesn't hurt. Pour slowly into melted butter and sprinkle with nutmeg. Bake at 425°F for 20 minutes and serve immediately. Or, alternatively, for 15 minutes. Turn oven off and hold until you finish your breakfast fruit. Serve with lots of berry preserves.

CURRIED CHICKEN SALAD

While in New Delhi, I was introduced (oh happy day!) to Paula Fenner, who also fed me and gave me this recipe:

Wrap 2 large breasts and 2 thighs and legs in aluminum foil and cook until done in oven. Debone and cut into bite-size pieces. Toss with ½ cup shredded green pepper and 12 cucumber balls. Add ½ cup french dressing. Refrigerate as long as overnight or until chilled.

Before serving, drain off dressing and toss salad with ½ cup mayonnaise (not salad dressing), mixed with 1 tablespoon chopped fine onion, parsley and chives and 1 teas. curry powder. Serve in a tomato or on a bed of lettuce. Delightful for a ladies' lunch. Serves 6.

Ms. Fenner

TURKISH CHICKEN WITH WALNUT SAUCE

My next stop was at the residence of Ambassador Ronald I. Spiers in Ankara, where I was received by his wife, Patience Spiers, and my good friend Yusuf Bulut, the cook at the residence. They contibuted the following recipe:

6 chicken breasts.
4 slices bread.
3 cloves garlic.
1 1/3 cups walnuts.
½ cup milk.
3 tabsp. melted butter.
1 tsp. red pepper.
Salt and pepper to taste.

Boil the chicken breasts until tender. Remove skin and bones and break apart with your hands into very fine shreds. Arrange the chicken on a platter. Soak the bread in the milk for five minutes. Then put the bread, milk, garlic, 1 cup of walnuts, and chicken skins into the blender jar. Cover and blend at medium speed for two minutes. Spread the sauce on top of the chicken. Combine the melted butter, 1/3 cup walnuts finely chopped and the red pepper. Dribble over the top of the walnut sauce. Serve at room temperature. Serves about eight as one item on a buffet.

ISRAELI LATKES (POTATO PANCAKES)

I lingered in Ankara, over repeated servings of the chicken with walnut sauce, and therefore did not get to Tel Aviv in time for the Chanukah festival. Nonetheless, I prevailed on my good friends there to rekindle the candles and feed me. Here is the recipe for what I ate:

4 c. raw potatoes, finely
  grated (about 8 potatoes).
2 eggs, well beaten.
1 tbsp. matzo meal.
Pinch baking powder.
1 tbsp. grated onion (optional).
3 tsp. salt.
½ tsp. pepper.

Peel and grate potatoes by hand or use blender. Combine with remaining ingredients. Drop by heaping tablespoonfuls into hot oil in frying pan. Fry until crisp at edges on under side before turning. Serve sprinkled with sugar, with applesauce as side dish; or cover pancakes with applesauce.

MOROCCAN PARTRIDGES

I decided, as many gourmets do, to stop in our consulate in Casablanca on my way home. Mrs. Peter Sebastian did the honors for me and added the following recipe to my collection:

Wash, clean 6 young partridges. Rub with salt, rinse and drain. Chop 2 onions and put with 3 or 4 tablespoons butter and 1 pkg. saffron to simmer, then add partridges and salt and a fair amount of fresh-ground black pepper to taste. Add a few blanched almonds and the biggest and best raisins you can find (they won't equal Morocco's raisins). Add a few thin rounds of carrot, and a little chopped parsley and water to half-cover. Cover closely and simmer till birds are tender. Keep birds warm apart, add more chopped onion, parsley, saffron if needed, almonds and raisins, and cook lightly. Rewarm birds in this exquisite sauce and serve.

Sauteed green and red peppers accompany this nicely. ■

BANGKOK—Ambassador Morton I. Abramowitz, right, presents Meritorious Honor Awards to personnel specialist *Vitaya Pitayonont*, left, and Family Liaison Office coordinator *Dorothy Anderson*.

DIPLO-CROSTIC No. 2

By Carol Becker
Department of State Library

DIRECTIONS

To solve this puzzle, write the *WORDS* that you can guess from the *DEFINITIONS* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *WORDS* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *WORD* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No. 1" appeared in the December 1978 issue; the solution was in the January 1979 NEWSLETTER.)

DEFINITIONS	WORDS
A. What Kissinger and Nixon supposedly put on in Cambodia.	42 86 149 159 174 52 130 14
B. Iran was willing to pay $1.2 billion for seven of these in 1977.	68 154 8 88 202
C. The Miranda decision concerns this.	109 28 105 156 74 126 198 15 151 204 61 187 116 41
D. Delivers the insulin, e.g.	148 100 21 205 93 80 16
E. Site of conference in 1949 in which Israel implicitly recognized Jordanian sovereignty over the West Bank.	145 49 177 55 123 85

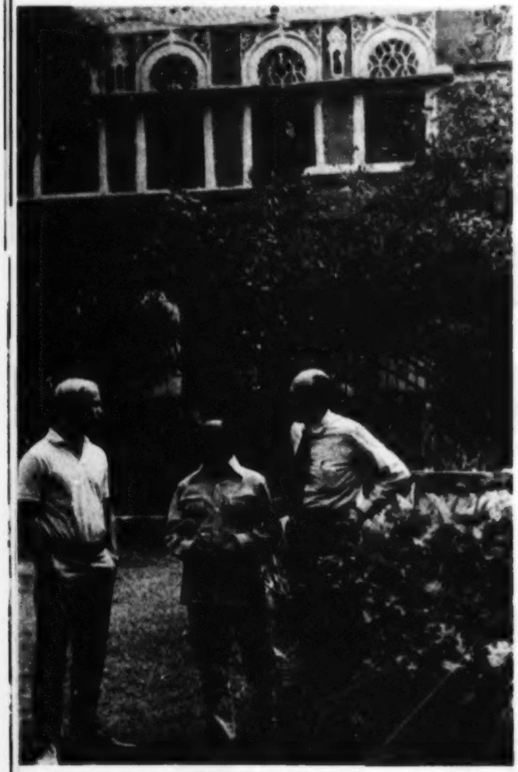
■	■	■	■	■	■	1F	2U	3V	■	4R	5Y	6U	7G	8B	■	9Y	10I
11T	12W	13X	■	14A	15C	16D	17U	18G	19K	20J	■	21D	22V	23F	24M	25L	26N
27O	28C	29I	30V	31N	■	32O	33V	■	34W	35K	36G	37F	38Q	39O	40M	41C	42A
■	43V	44X	45O	46N	47P	■	48Y	49E	50K	■	51P	52A	53U	54I	55E	56G	57P
58R	■	59U	60S	■	61C	62K	63Q	64V	65M	66F	67L	68B	69X	70P	71Y	72T	■
73H	74C	75U	■	76F	77K	78J	79P	80D	■	81Y	82L	83W	84K	85E	■	86A	87J
■	88B	89V	90W	91S	92X	■	93D	94G	95J	96Q	97V	■	98V	99F	100D	101F	■
102P	103X	104T	105C	106I	107T	108S	■	109C	110F	111G	112T	■	113O	114M	115L	116C	117Y
■	118Y	119S	120V	121M	122X	123E	124W	■	125R	126C	127J	128M	■	129L	130A	131W	132I
133T	134U	135S	136J	■	137U	138F	139V	140J	141T	142G	143R	144N	■	145E	146H	147I	148D
149A	150V	151C	152M	153K	■	154B	155M	156C	157P	158G	159A	160K	■	161H	162S	■	163G
164O	165U	166P	167V	168K	169J	170F	171L	172K	173O	174A	175S	■	176K	177E	178M	179N	180P
181L	182F	183G	■	184W	185V	186U	187C	188R	189O	190N	191K	192J	193G	194L	■	195X	196S
197O	198C	■	199O	200V	201J	202B	203Q	204C	205D	■	■	■	■	■	■	■	■

F. Currency in currency.	182 23 110 1 101 66 170 37 99 138 76
G. Devices used in telegraphy.	36 158 193 7 111 163 94 142 56 18 183
H. "That what he speaks is all in debt; he _____ for every word" (Timon of Athens, I, 1).	161 73 146 31
I. Early California pioneer.	54 10 29 147 106 132
J. Contrapuntal musical forms.	192 127 140 78 87 201 95 169 20 136
K. It might determine an investigation of dumping.	191 84 62 172 168 50 160 77 19 35 176 153
L. "Think now, who that was _______ever perished?" (Job, 4:7).	115 67 25 171 129 82 194 181
M. What the Carter administration might be tempted to play.	121 114 65 178 40 152 155 24 128
N. The dominoes that didn't fall.	26 144 46 190 179
O. An OECD strategy for Western economic recovery.	27 32 113 197 39 199 45 173 189 164
P. Panama Canal treaty reservation.	102 57 157 180 47 51 70 79 166
Q. In electrolysis, they lose their charges.	203 38 96 63
R. What nervous stomachs sometimes do.	4 125 143 188 58
S. Convey, send.	175 196 119 91 108 60 135 162
T. Rats.	141 11 104 133 107 112 72
U. Willy Brandt's Nobel Prize-winning strategy.	75 186 134 137 59 2 6 17 53 165
V. Nickname for the Conference on International Economic Cooperation.	167 22 33 120 98 64 43 200 30 89 3 139 185 97 48 150
W. C_3PO.	83 131 34 124 184 90 12
X. Disreputable; tawdry.	69 92 195 44 103 13 122
Y. A name of God.	81 117 5 118 71 9

POST OF MONTH: YOUR FRIENDS IN YEMEN

The embassy at San'a, in the Yemen Arab Republic, is more picturesque than you might think. These pictures were taken by *Rosalie Rakow*, wife of telecommunications officer James Rakow. This is the latest in a NEWSLETTER series on life at Foreign Service posts.

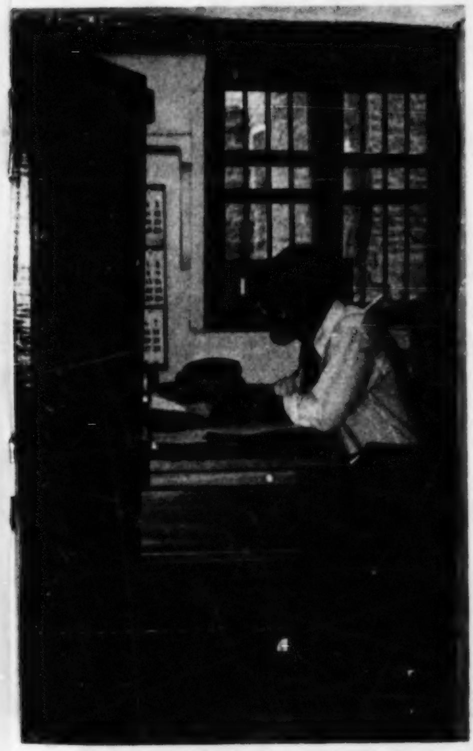
Teddy and Cheryl Gnehm and their father, deputy chief of mission Skip Gnehm, make it all the way to the top.



In front of chancery are general services officer *Paul Smith*, administrative assistant *Abdul Qader* and administrative officer *Gene Bishop*. They're discussing how to deliver water to the residence; the water wagon donkey is sick.

Public affairs officer *Jim Callahan* entertains his daughter, *Robin*, while handling office affairs.

Stained-glass windows, plastered wood ceiling beams and graceful archways provide work atmosphere for secretaries *Vicki Eckman* and *Sally Kahdy*. Last year, the roof fell in, literally, on the latter's typewriter.

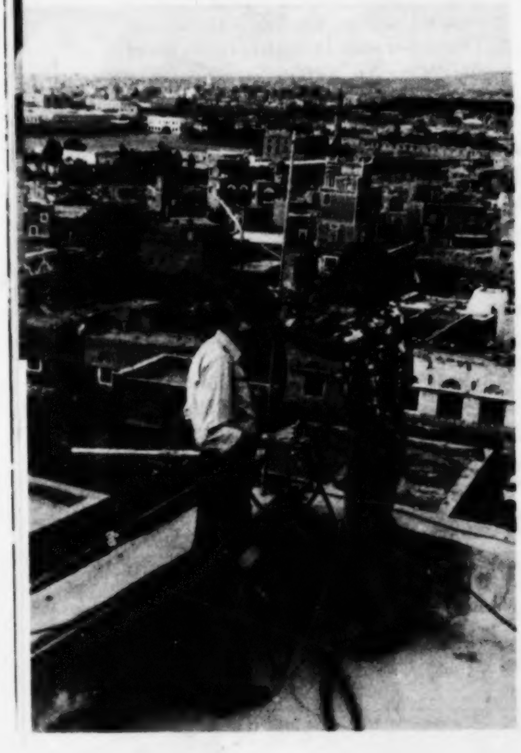


Consular officer *John Vessey*, who works in converted storage area referred to as "the dungeon."

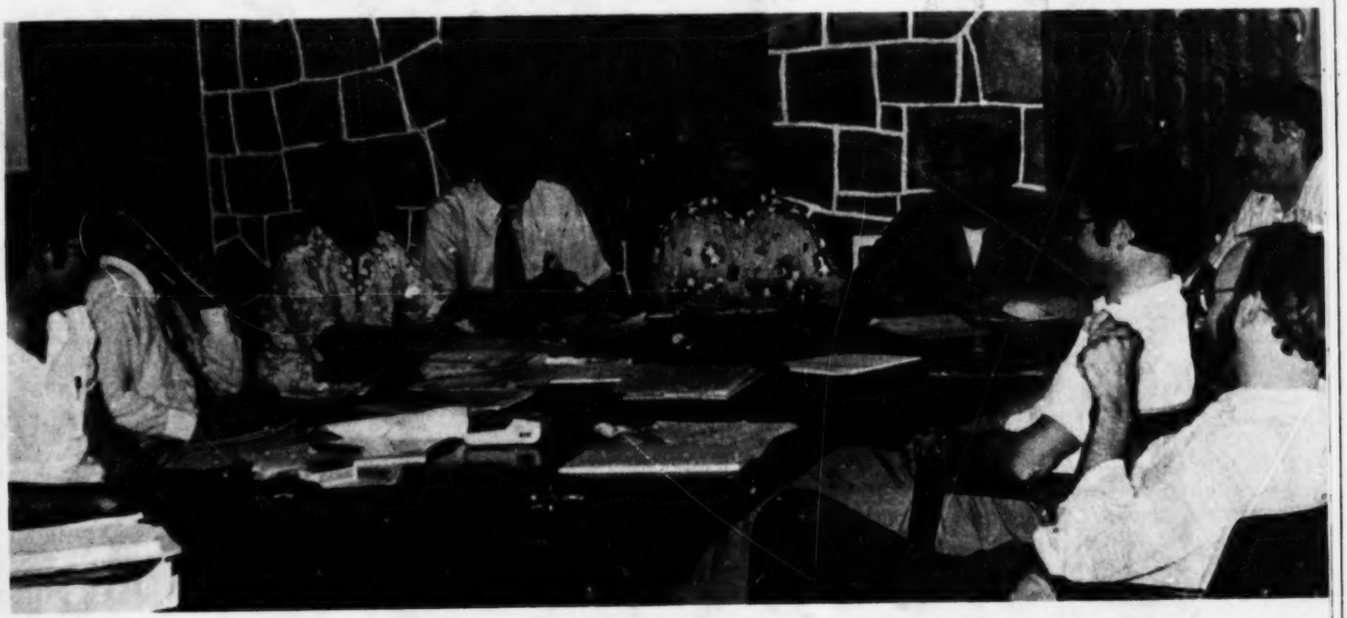
At the health unit, from left: Sgt. *John Hunter*, medical assistant; *Dottie Bishop*, embassy nurse; and Dr. *John Phillips*, contract doctor. They're not *that* tall! The doorway is built to Yemeni standards—5'6" high.

Alida Vessey, wife of consular officer John Vessey, shops in the souk for the great (but expensive) buys in Bedouin jewelry, antique rifles and jambias—the curved knife worn by all Yemeni men.

Communications officers *Glenn Cockerill* and *James Rakow* install an antenna.

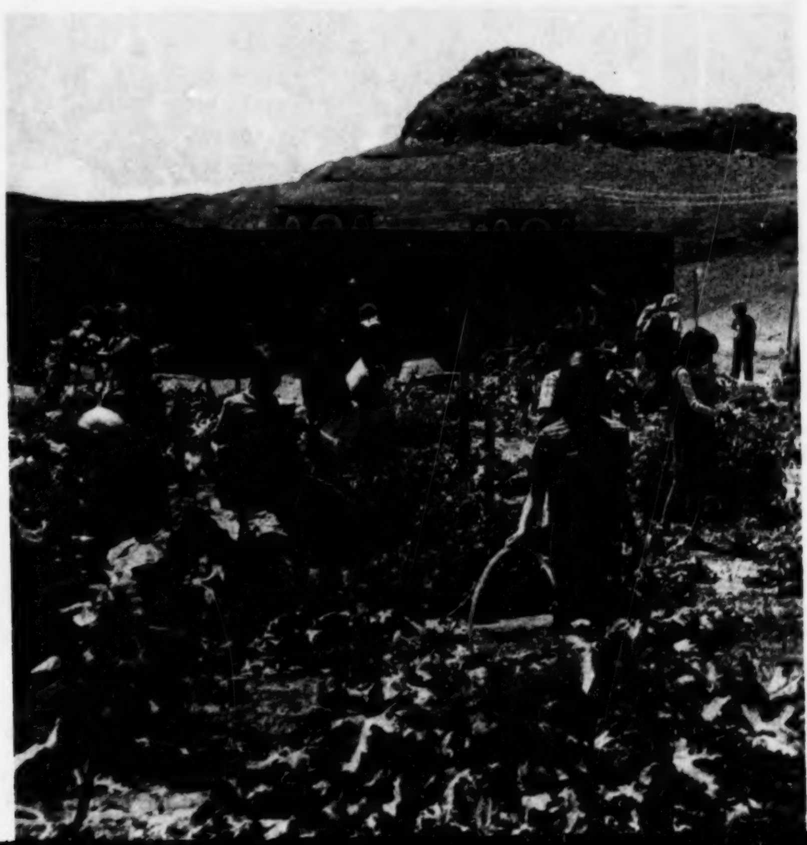


In his apartment high above the city, economic officer *Bob Cekuta*—after a hard day's work.



AID agriculture planning session. Seated, from left: *Ronald Hammersley*, financial analyst; *Nahil Khaldi*, consultant; *F. Gary Towery*, AID Yemen desk officer; *Phillip Upchurch*, University of Arizona; *Mary C. Neville*, acting mission director, AID; *Ray E. Fort; John E. Bean; Donald Heckerman*, consultant; *Charles M. Uphaus*.

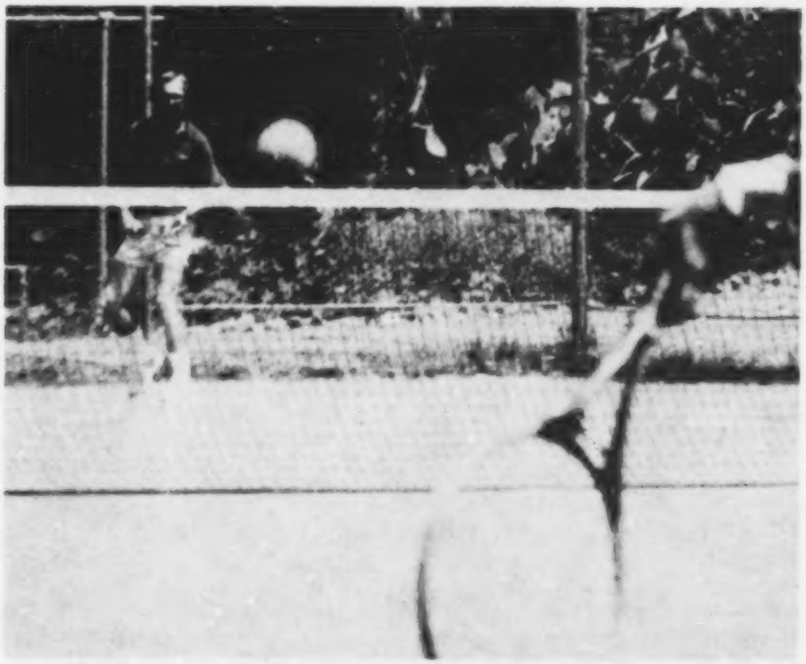
Curriculum at the international school features gardening. In foreground are *Merideth Smith* (with prize squash), daughter of Ed Smith; *Hope Jenkins*, daughter of George Jenkins; *Kareme Jadallah*, daughter of Bill Jadallah; and *Jim Noles* (with hose), son of Jim Noles.



Linda Rose, wife of telecommunications assistant John Rose, teaches English to Yemeni students.

Marines volunteer to paint commissary. Top to bottom: *Kelly Shafer, Timothy Riordan, Marc Halcomb* and *James Crumbley.*

Telecommunications assistant *John Rose* and son *Jay* collect gastropods (snail shells) at a fossil field.



Peace Corps director *Keith Simmons* serves an ace as he practices for tournament against British embassy. ■

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

NEAR EAST

Two of my friends had a breast removed this year, and I'm really terrified about breast cancer. Can I prevent this from happening to me?

A.

You should develop a very important health habit—monthly breast self-examination. You're terrified because you've read that breast cancer is the No. 1 killer of American women. That's true, but it doesn't have to be! When found early and treated promptly, breast cancers have the best chance for cure. The majority of them are discovered by women themselves, not by their physicians. Of course, you should see your doctor annually for your regular examinations, but since breast cancers can start and develop within a short period of time, your own self-examination *every month* is your best defense. You should perform this examination at the end of your menstrual cycle, when your breasts are not swollen and are easier to examine. If you've gone through menopause, chose any day of the month that's convenient and be sure to check on that day of the month *every month*. How do you know if you find a lump? Not all swellings or breast changes or enlargements are cancerous; in fact, most of them are not. Menstruation or hormonal imbalances can commonly cause swellings that are not true lumps. They are normal and, just as they appear, they may disappear without a trace. Also, some women have breasts that are naturally lumpy or irregular in texture. Such breasts are difficult to examine. Nevertheless, every woman must examine herself *regularly* in order to identify the normal thickenings, indentations and irregularities of her own breast tissue. You must know what is "normal" in order to detect if something "abnormal" is present! Another comment: Thin women often have prominent ribs. Can you feel yours? You can identify them by their connection to the breast bone. Ribs are sometimes mistaken for lumps. Further, no woman has two breasts that are exactly alike, so don't be alarmed if you find differences in the tissue or texture of your breasts. The important thing is for you to develop the habit of examining your breasts monthly. If you find any unusual lumps, check with your physician. On the next page are diagrams and instructions to help you in developing this important health technique.

Q.

EUROPE

I burned myself recently while cooking, and started to put butter on my arm. My daughter told me not to do that. What is the current first-aid treatment for kitchen burns?

A.

Your daughter was right . . . . don't ever put butter, grease or lard on burns! You should immediately apply ice to the burned area or, if possible, immerse it in ice water. By putting the burned arm, leg, finger, or whatever, in ice water, you quickly stop the pain and prevent the loss of serum, a normal body fluid. You should keep the ice water on the burned area for 20–25 minutes, at least. Then you can apply an antiseptic or burn ointment if the burned spot is open and oozing. If there is no drainage, the burned area should be kept open and exposed to the air for rapid healing. The use of butter, lard or other kitchen oils for burns is not recommended by any medical authorities. Although advocated in the past and perhaps soothing, application of butter or lard greatly increases the risk of infection.

Q.

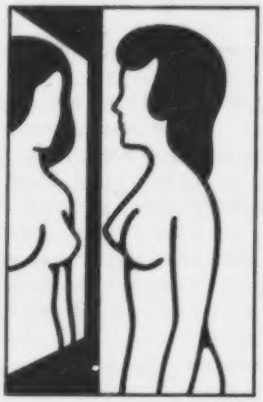
AFRICA

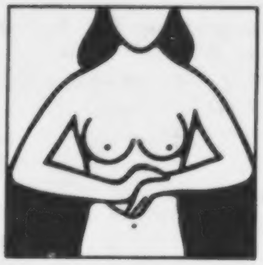
When we first joined the Foreign Service 15 years ago, and our children had ear, stomach or throat infections, they used to get Tetracycline, which usually cleared up their fevers right away. We have a regional medical officer at our present post who now tells me that children should not receive Tetracycline for infections. Instead, he usually prescribes other kinds of antibiotics, usually a penicillin drug, for infections. Why isn't Tetracycline still a wonder drug for children?

A.

It still is an excellent broad-spectrum antibiotic used by physicians for very specific medical conditions. However, adverse reactions to this drug can occur in children who receive it. So the drug is no longer recommended for general use with children. To be specific, when given during tooth development (the last half of pregnancy, infancy and childhood to the age of 8), Tetracycline may cause depression of bone growth and permanent discoloration of the

The simple technique of breast self-examination





FIRST LOOK-standing in front of a mirror

1. Let your arms hang relaxed at your sides. Now carefully inspecting your breasts both from the front and sides, look for:

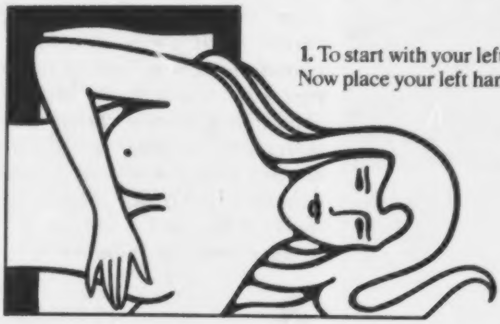
- **a)** distinct changes in size or shape since your last examination
- **b)** any dimpling or puckering of the breast
- **c)** unusual changes in the appearance or position of the nipples.

2. Next, stretch your arms overhead, and repeat the same examination.

3. With your elbows turned outward, push the heel of one hand hard into the palm of the other. This will tense your chest muscles and make any changes such as dimpling or thickening stand out.

4. Finally, squeeze each nipple and the area around the nipple, and note whether there is any discharge. If there is, or if any other findings strike you as unusual, don't wait. See your doctor. He can tell for sure.

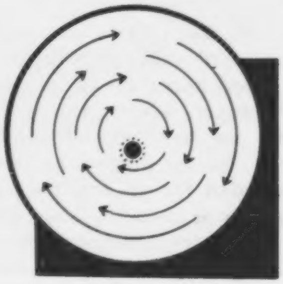
THEN FEEL-lying down in bed*



1. To start with your left breast, place a pillow or folded towel under your left shoulder. Now place your left hand underneath your head.

2. With your right hand, feel for unusual lumps or masses. Using the flat of your fingers, not the tips, press gently at the very top of your breast. Now continue feeling with your fingers in a clockwise motion around the outside of your breast, until you've returned to where you started.

3. Next, move your fingers about one inch toward the nipple. Trace another circle, pressing gently as you go. Do this at least twice more, moving always closer to the nipple. Finally, feel the nipple area too.



4. Repeat the procedure on your right breast, pillow under right shoulder, right hand under head.

Again, if you find any suspicious lump or thickening, don't be alarmed. But do *visit your doctor and let him make the diagnosis.*

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* This spiral technique of circling in toward the nipple is recommended by the American Cancer Society, 1975.

teeth, as well as distortions of the tooth enamel. Therefore, your regional medical officer is quite correct in not using this drug for your children, particularly since there are several other available antibiotics without these side-effects.

DR. DUSTIN'S HEALTH HINTS

Carbon monoxide poisoning

The danger of carbon monoxide poisoning is commonly recognized in cold climates, in association with the use of gas, kerosene and oil space heaters. That it is also a significant danger in tropical areas of the world when associated with the use of gas hot water heaters in poorly ventilated bathrooms, is not commonly recognized. An unvented heater or one which is poorly adjusted and dirty can produce deadly quantities of carbon monoxide. I suggest these rules for the operation of fuel-fired heaters:

- Never sleep in a room with a heater burning. Instead, get extra blankets and turn the heater off until morning.
- Even when you are awake, keep a window partially open if you must use an unvented heater to prevent accumulation of carbon monoxide.
- Never use a heater that burns with a yellow flame. Heaters that burn with a yellow flame when closed are not functioning properly and excessive carbon monoxide is being given off. The flame should be blue and burn evenly.
- Heaters should be inspected periodically to insure that they are properly adjusted and clean.
- The flue of a ventilated heater should be cleaned periodically to insure that it is clear and clean.

Alcohol Awareness Program

What is alcoholism? What is alcohol?

What is beverage alcohol?

The word "alcohol" derives from the ancient Arabian word "alkukul" which meant "finely divided spirit." There are different types of alcohol—among them: propyl, isopropyl, isobutyl, isopentyl, methyl and ethyl. Ethyl alcohol, the intoxicating substance in the alcoholic beverages we drink, is a colorless inflammable liquid, a chemical compound (C_2H_5OH), and a food (it supplies calories but has no nutritive value). From a medical and physiological point of view it is an irritant, an antispetic, a drying agent, a sedative, an anesthetic, and hypnotic agent. It is an analgesic which, unlike other analgesics such as aspirin, reduces pain by putting the brain to sleep. Ethyl alcohol is also a craving-producing, habit-forming, potentially addictive and poisonous narcotic drug. It is considered a drug because of the profound effects it has on the central nervous system.

Effects on the central nervous system

Alcohol acts as a depressant or anesthetic on the central nervous system. Initially it seems to produce feelings of stimulation. This occurs because alcohol depresses the portion of the brain which controls our inhibitions and restraints, making us feel buoyant and exhilarated. As we continue to drink on a given occasion, the percentage of alcohol in our bloodstream continues to increase, producing depression of the various areas of the brain, with corresponding effects upon our judgment, emotions, behavior and physical well-being.

What is alcoholism?

Defined by the American Medical Association and the World Health Organization as a disease, alcoholism is *uncontrolled drinking*. It is a state of drinking where alcohol becomes the be-all and end-all of existence. In its chronic, addicitve state, one drink inevitably leads to another, and then another, until a condition of total intoxication or stupor is reached. In contrast, responsible use of alcoholic beverages is characterized by the appropriateness of the occasion and a consideration of one's personal welfare and that of others. *Uncontrolled, destructive* drinking marks the alcoholic.

During the course of its development, which ranges from months to years, personal health, work, family and social relations are all jeopardized. Finally, even the familiar, commonplace things like driving a car, or organizing a household, are no longer manageable. If alcoholism does not always have a clearcut beginning, its end is all too certain—physical and mental disability, death.

The course of alcoholism takes many twists and turns. There are cases where the alcoholic may remain sober for weeks, even months. Such periodic attempts by the alcoholic to stay sober in the effort to demonstrate that drinking is under control can be a symptom of the illness. The alcoholic may be trying to pretend he can control his drinking when really he can't. Despite long periods of abstinence, the alcoholic usually returns to his uncontrolled drinking when he resumes drinking.

Nor is it always a dramatic crisis that creates anxiety and stress and thus induces a person to seek comfort in alcohol. Drinking may be an attempt to overcome the drab monotony of everyday life, to substitute for what a drinker considers lost opportunities and unfulfilled expectations. There is among many problem drinkers a sense of private martyrdom coupled with excessive self-pity.

Studies in alcoholism underscore the difficulty many problem drinkers have in handling frustration: something goes wrong at work, a problem crops up within the family, plans don't work out, a friendship is strained. These and scores of unplanned and unexpected events build up feelings of confusion and resentment, leading to the belief that "everyone is out to get me" or "no one understands."

What are the common symptoms?

Alcoholics differ in backgrounds and experiences. There are, however, certain common symptoms and behavior patterns that identify the alcoholic. It would be rash to make a judgment based on such surface signs as a flushed face, bleary eyes and slurred speech. These may be present, but a combination of the following symptoms is a more certain sign of destructive drinking:

- **The inability to stop at one or two drinks.**

- Increased dependence on alcohol.
- The inability to remember what occurred during drinking bouts.
- Passing out when drinking.
- Drinking alone.
- The need for a drink the next morning.
- Feelings of guilt and remorse.
- Attempts to hide drinking.
- Increase in the amount of alcohol consumed.
- "Gulping" drinks.
- Lateness and absenteeism at work.
- Neglect or indifference to personal appearance.
- Neglect of other financial obligations to pay for alcohol.
- Family quarrels and family tensions over drinking.
- Lateness in returning home, with a growing number of excuses (or, perhaps, offering no excuse at all).
- Changes in eating and sleeping habits.
- Increased irritability.
- Hostile and belligerent behavior when drinking.
- Hand tremors and increased nervousness.
- Falling, stumbling or other types of unstable behavior.
- Hiding and protecting liquor supply.
- Repeated attempts at abstinence.
- The angry denial that one has a drinking problem, usually accompanied with a strong "alibi system" to excuse, explain or minimize increased drinking.
- In its terminal phases, impairing such vital organs as the brain, liver and gastrointestinal system.

If you have a problem or think you MIGHT have a drinking problem, please call the Alcohol Awareness Program, (202) 632-1843 or 632-8804. At post, contact your Alcohol Awareness Program coordinator, the health unit, or regional medical officer. All inquiries are held in confidence.

The Alcohol Awareness Program expects to devote its contribution to the March NEWSLETTER to what supervisors can do to help an employee with a drinking problem. If you are a supervisor with such an employee, and have any particular problem areas you would like covered in our article, please call the above numbers. ■

BANGKOK—Counselor for administrative affairs *George C. Jenkins*, center, signs a contract for Foreign Service national employee group health insurance. With officials from the insurance company are general services officer *Richard Bienvenue*, seated at right, and personnel officer *William Marcellus Butler*, standing, second from right.

EDUCATION AND TRAINING

Early morning language classes

Early morning language classes will begin on February 18 at the Foreign Service Institute. The second semester will continue for 17 weeks, through June 15. Instruction will be offered in French, German, Italian, Portuguese, Russian and Spanish, five days a week, 7:30 to 8:40 a.m. Transportation to the SA-3, SA-6 and SA-15 annexes from Main State and return will be available. All three buildings are within two blocks of the Rosslyn Metro station.

To avoid the interruption which frequent or prolonged absence causes, all class members will have to meet a rigorous attendance standard. Those whose attendance is below 80% in any consecutive eight weeks will be dropped. Absence for any reason, including TDY (temporary duty) is counted in applying the attendance standard.

Priority is given in selection to personnel with a Foreign Service designation and to those who have an immediate job-related need for the language. Such needs should be described in detail on the application. Admission of former students depends upon a satisfactory rate of progress during previous training.

Prospective students who have never taken the Modern Language Aptitude Test (MLAT) must arrange to take this test before January 25. Beginning students who score below 50 cannot be accepted. Exceptions may be made for those who document on the form a history of previous language learning success at the institute or other comparable institution, as evidence of language learning ability. To arrange to take the MLAT, call the Testing Unit on 235-8801. Since early morning training is taken on the student's own time, it is basically the responsibility of the prospective student to make sure that his application is submitted to the institute's Registrar's Office not later than January 25. State personnel, after obtaining their supervisor's approval, should forward their

Schedule of courses at Foreign Service Institute

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Administrative training				
Administrative Operations	—	10	28	2 weeks
General Services	—	24	—	4 weeks
Personnel Laboratory	18	—	14	3 weeks
Budget and Financial Management	18	10,31*	21*	6 weeks
		*Tentative		
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Special Consular Services	Correspondence course			9 months
Consular Employees Professional Seminar	—	3	—	3 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	7	2 weeks
Multilateral Diplomacy	4	—	—	1 week
Executive-Congressional Relations	—	10	—	1 week
Seminar on Terrorism	11, 20	3, 17	7, 14, 28	1 day
Political Workshops	—	—	14	4 days
Science and Foreign Affairs	25	—	—	1 week
Executive development				
Executive Performance Seminar (off-site)	—	9	27	5 days
Supervisory Studies Seminar (off-site)	10	—	13	5 days
Foreign Service officer orientation	Dates to be announced			
Orientation				
Foreign Service Secretarial Training	11	—	7	5 days
Departmental Clerical Orientation	4	10	14	5 days
Departmental Officer Orientation	18	—	14	2 days
Foreign Service Orientation	—	17	—	1 week
Equal employment opportunity	—	25	29	1 day
Communication skills				
Basic Office Skills and Techniques	—	18	—	20 hours
Word Processing Techniques	Weekly, as applicants warrant			35 hours
OCR Telegram Preparation	As applicants warrant			4 hours
Basic Writing Skills	5	—	—	16 hours
Art of Machine Transcription	8	7	18	3 hours
Workshop in the Preparation of Travel Vouchers	—	21	25	3 hours
Courses for professional managers				
Effective Oral Communication for Managers	—	—	3	12 hours
Effective Writing for Managers	—	4	—	16 hours
The Art of Dictation Workshop	8	7	18	3 hours
Workshop for Foreign Service families				
Workshop for Foreign Service Families	—	17	—	2 weeks
Career Counseling	—	—	21	3 days
Going Overseas	2	1	12	1 day
Community Skills	—	10	—	1 week
English Teaching Seminar	4	—	—	1 week

—(Continued on next page)

—(Continued from preceding page)

Area studies and language training

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Area studies				
Africa, Sub Sahara	25	24	21	2 weeks
Western Europe	—	24	21	2 weeks
Eastern Europe and USSR	25	24	—	2 weeks
Latin America	25	24	21	2 weeks
Near East and North Africa	25	24	21	2 weeks
People's Republic of China	—	10	—	2 weeks
South Asia	—	—	21	2 weeks
Southeast Asia	25	—	21	2 weeks
Western European languages				
Danish	11	—	—	24 weeks
Dutch	11	—	—	24 weeks
French	11	10	7	20 weeks
German	11	—	7	20 weeks
Italian	11	—	7	20 weeks
Norwegian	11	—	—	20 weeks
Portuguese	11	—	7	20 weeks
Spanish	11	10	7	20 weeks
Swedish	11	—	—	20 weeks
Other languages				
Afrikaans	11	—	—	24 weeks
Arabic (Modern Standard) (in Tunis)	11	—	—	12/15 months
Arabic (Eastern)	11	—	—	24 weeks
Chinese (Standard)	11	—	—	24 weeks
Chinese (Standard) (in Taiwan)	11	—	—	12/15 months
Czech	11	—	—	24 weeks
Dari (Afghan Persian)	11	—	—	24 weeks
Farsi (Iranian Persian)	11	—	—	24 weeks
Greek	11	—	—	24 weeks
Indonesian	11	—	—	32 weeks
Japanese	11	—	—	24 weeks
Japanese (in Yokohama)	11	—	—	12/15 months
Polish	11	—	—	24 weeks
Romanian	11	—	—	24 weeks
Russian	11	—	—	24 weeks
Serbo-Croatian	11	—	—	24 weeks
Swahili	11	—	—	24 weeks
Thai	11	—	—	24 weeks
Turkish	11	—	—	24 weeks
Early morning language classes				
French	18	—	—	17 weeks
German	18	—	—	17 weeks
Italian	18	—	—	17 weeks
Portuguese	18	—	—	17 weeks
Russian	18	—	—	17 weeks
Spanish	18	—	—	17 weeks

applications directly to the Registrar's Office, Room 100, SA-3. For further information, contact Linda Birkner, telephone 235-8816.

State gets space at executive seminar

The Department has been allotted one space in the two-week management development seminar at the Executive Seminar Centers on the following dates: February 3-15, at Oak Ridge, Tenn.; March 16-28, at Kings Point, N.Y.; and April 20-May 2, at Oak Ridge.

This seminar replaces the course "Seminar for Advancing Managers." It is for experienced managers who need to sharpen existing, or acquire new management skills and knowledge to effectively carry out their responsibilities. This seminar examines the role of the Government manager in meeting public needs and expectations. It involves intensive classroom work designed to strengthen the manager's capacities to manage human and material resources more effectively in achieving organizational goals.

Topics to be included are: Understanding and working effectively within the several environments of the federal system; complexity and conflict in human resource management; behavioral science (understanding individual and group behavior in work situations); productivity improvement approaches; planning, implementing and evaluating programs; effective time management and use of delegation; reviewing program justifications (zero-base budgeting and sunset laws); and managing in an era of growing openness.

This seminar is for those at the GS-13, FSO/R-4, FSS-2 levels and above who have been in managerial positions for 24 months or longer, and have received some previous formal training in management. Nominations of candidates, submitted on Form DS-755 and Optional Form 170 (obtainable from Bureau Training Officers), should be sent to the Extension Studies Program, Room 100, Foreign Service Institute (SA-3) through the appropriate bureau training officer. Deadlines for receipt of nominations are January 11, February 1 and March 7. The Foreign Service Institute will pay program expenses, including reduced per diem and travel costs for persons selected to attend. Information may be obtained from the Extension Studies Program, Ext. 235-8764. ■

Fine Arts Committee

The Fine Arts Committee of the Department will hold its fall meeting on January 18 at 2 p.m., in the John Quincy Adams State Drawing Room. The agenda will include a summary of the work of the Fine Arts Office since May 1979, the announcement of all gifts and loans from January 1 to December 31, 1979, as well as a report on the status of the architectural improvements in the lounges of the Diplomatic Reception Rooms. Also on the agenda will be a report on the fundraising dinner held September 19. The meeting is open. ■

American diplomacy 1780

By Jan K. Herman

January 1780

The Cruelest Winter

"We were absolutely, literally starved. I do solemnly declare that I did not put a single morsel of victuals into my mouth for four days and as many nights, except a little black birch bark which I gnawed off a stick of wood, if that can be called victuals."

A new decade begins at Morristown, New Jersey, for Private Joseph Plumbe Martin and his comrades in arms. Along the middle Atlantic coast one ferocious storm follows another in quick succession, causing untold misery. On the 17th the Pennsylvania Packet reports that ". . . many were slenderly provided with necessaries for subsistence, we have reason to apprehend that we shall shortly hear many melancholy accounts of private distress in the country, and that from the sea-coasts and vessels at sea, the accounts will be dreadful."

Long Island Sound is almost completely frozen over due to near- and below-zero temperatures. By the end of the month, the Hudson River and portions of upper New York Bay can be traversed on foot. In Manhattan, British occupation troops eat, drink and make merry. Winter and war seem a long way off.

Not surprisingly, the overall military situation is as bad as the weather. No pay, no clothes, and no food result in open mutiny on the 2nd, when six Pennsylvania regiments leave camp and head for Philadelphia to confront the Congress with their demands. After hearing their grievances at Princeton, congressional representatives promise relief and the soldiers return to camp.

A more serious incident occurs on the 20th, when three New Jersey regiments mutiny. Fortunately, loyal troops put down the revolt in short order, and General Washington orders a court martial for the ringleaders. They are found guilty and executed.

Militarily, the French alliance has thus far been more than disappointing. Every French naval initiative has ended in disaster. At no time have they been willing to augment American troops with sufficient numbers of trained soldiers of their own. Money and supplies, welcome though they are, simply are not enough.

In the Congress, the Lee-Adams faction has not been satisfied with Dr. Franklin's performance in obtaining French money. Those delegates see to it that Lt. Col. John Laurens, an aide to General Washington, is appointed special envoy to France with instructions to raise 25 million livres. This attempt to undercut Franklin appears to be intentional.

On the 8th, off Cape Finisterre in the Caribbean, the newly-arrived British fleet of Sir George Rodney captures a Spanish convoy. Several days later, his warships soundly whip a Spanish squadron off Cape St. Vincent. Spain's navy is faring no better than France's.

In Cadiz, John Jay's interrupted voyage finally ends on the 10th. Without delay, the lawyer-jurist wanders into the uncertain world of international diplomacy, an area in which he has virtually no experience. But his lack of success is not entirely his fault. The cards are stacked against him, as they were against his predecessor, Arthur Lee. The Spanish refuse to be drawn into any kind of commitment. Government officials sometimes appear encouraging, but more often speak in diplomatic vagaries.

(One of a series)

Nevertheless, Jay sets out to woo Don José Gálvez, general secretary of state for the Department of the Indies. In fact, it is the foreign minister he should be cultivating. But Gerard has misinformed him, and he wastes a good deal of time talking to the wrong people. When he finally catches up to Floridablanca, he gets nothing but a polite brushoff.

Floridablanca's agent is already in London, secretly negotiating behind France's back. In fact, Charles III has decided that he shall never recognize the United States until the British do, and that event is obviously not forthcoming.

Spanish policy is by no means inconsistent with earlier intentions. Never have Charles III or his ministers looked favorably at the possibility of American independence. Simply stated, the alliance with France, negotiated as a means of regaining Gibraltar, has of late achieved nothing. With the Channel reverses and with British seapower undiminished, the Spanish are unwilling to take any precipitous action. John Jay has not come at the most opportune time.

PERSONNEL: Civil Service

PROMOTIONS

GS-12

Robert Allan Haukness, Bureau of Administration; **William Leavitt Hezlep**, Intelligence and Research.

GS-11

Casimir L. Garczynski, Bureau of Personnel; **Terry Michael Keating**, International Organization Affairs.

GS-10

Dorothy L. Smith, Office of Under Secretary for Security Assistance, Science and Technology.

GS-9

Linda K. Campbell, Penney S. Kurland, Susan R. Land, Janet Morgan Oraby and **Inez E. Proctor**, Foreign Affairs Document Processing Center; **Jeanne J. Ronchetti**, Bureau of Administration; **Susan Elizabeth Shea,** Office of the Special Representative of the President; **Casper Smith Jr.**, Foreign Affairs Document and Reference Center; **Robert K. Snow**, Bureau of Administration; **Thomas E. Thounhurst**, Bureau of Intelligence and Research.

GS-8

Alice Lee Goodall, Policy Planning Staff; **Christine L. Jerew**, Economic and Business Affairs; **Bernadette M. McCarron**, Foreign Service Institute.

GS-7

Preston Zeb Adams, Office of Operations, General Services Divisicn; **Mary L. Berryhill**, European Affairs; **Georgia S. Booth**, Protocol; **Patricia S. Burnett**, Foreign Service Institute; **Suzanne M. Conway**, Office of Security; **William H. Crawford,** Passport Office, Detroit; **Harriet Ann Cronin**, Bureau of Administration; **Christine A. Fleming**, Foreign Service Institute.

GS-6

Verone P. Cephas, Bureau of Administration; **Victoria Ann Nathan**, Bureau of Public Affairs; **Marguerite Ledoux Nestel**, Intelligence and Research; **Shirley P. Osborne**, Foreign Affairs Document and Reference Center; **Jane A. Sakaue**, Foreign Service Institute; **Russell M. Stormont**, Intelligence and Research.

GS-5

Gwendolyn Dunn, Information Systems Office; **Sharon L. Early**, Economic and Business Affairs; **Shirley A. Henerson**, Passport Office; **Mary A. Jacks**, Passport Office; **David J. Kaffenberger**, Bureau of Personnel; **Alan W. McCurry**, Communications Center; **Katherine Louise Reed**, Office of Security.

GS-4

Sharon Hogan Day, Passport Office; **Kathryn Ann Deitchman**, Office of Operations; **Thelma T. Devaughn**, Passport Office; **Delilah Gibson**, Overseas Citizens Services; **Kenneth L. Hawkins**, Passport Office; **Cheryl Y. Jackson**, Foreign Affairs Document and Reference Center; **Tonia M. O'Bryant**, Passport Office; **Tanya M. Thomas**, Office of Comptroller, **Donna L. Wineberger**, Bureau of Personnel.

GS-3

Carlton Joe Brown, Jr., Debra Clark and **Kenneth S. Mobley**, Office of Comptroller; **Marsha E. Robinson, Marcia Smith** and **Janice Marie Trottie**, Passport Office.

GG-13

Henry L. Miller, U.S. Mission to UN.

GG-11

Estelle M. Wetzler, U.S. Mission to UN.

GG-9

Pedro Miguel Alvarez, Foreign Service Institute.

NEW APPOINTMENTS

Bean, Lily Bravo, Foreign Service Institute
Bland, Janine, Foreign Service Institute
Butterworth, Bruce, Office of Comptroller
Carey, Della, Office of Security, New York Field Office
Cline, Ruth E. Hardwood, Language Services Division
Culver, Linda L., Office of Security, Los Angeles Field Office
Davis, Gayla Ann, Passport Office
Everett, Jeanne M., Supply and Transportation Division
Felle, Eugene H., Passport Office
Fisher, Alice A., Office of UN Political Affairs
Fitzgerald, Meta R., Office of Comptroller
Gaynus Jr., Frank E., Bureau of Administration, General Services Division
Gholson, Wanda D., Bureau of Personnel, Office of Management
Hairston, Jacqueline L., Office of Comptroller
Hight, B. Boyd, Economic and Business Affairs, Office of Transportation Affairs
Hilton, Robin L., International Organization Affairs
Holmes, Corlis A., Office of Comptroller
Joyner, Clyde R., Office of Comptroller
Keng, Yonnara, Foreign Service Institute
Lau, Jadine Y.H., Passport Office
Lee, Patricia A., Office of Comptroller
Levin, Sandra Rae, Passport Office
Lucas, Joy D., Office of Security
McKenzie, Lloyd G., Office of Comptroller
Miller, Lauree Synell, Passport Office
Miller, Steven A., Administrative and Clerical Pool
Misey, Johanna; Executive Secretariat
Murrell, Carol A., Office of Comptroller
Nagy, Helen S., Central American Affairs
Perry, Priscilla R., Oceans and International Environmental and Scientific Affairs
Rosiecki, Gary Patrick, Office of Administrative and Information Management
Saxby, Anner V. R., Economic and Business Affairs, Planning and Economic Analysis Staff
Schieffer, Virginia Rita, Passport Office
Schrager-Humer, Sarah, Foreign Service Institute
Selby, Jamison M., Office of Legal Adviser
Sinclair, Janice E., Office of Comptroller
Szopiak, Wilhelmina E., Administrative and Clerical Pool
Tate, Sharon V., Passport Office
Thompson, Edith Burton, Passport Office
Timbers, Monica R., Office of Comptroller
Tolbert, Gina S., Passport Office
Wales, Jane MacGregor, Bureau of Public Affairs
Walker Jeffrey A., Office of Comptroller
Watson, Hyla E., Passport Office
Yavuz, Turan Mehmet, Foreign Service Institute

REASSIGNMENTS

Caldwell, Joyce Ann, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology, to Office of Legal Adviser, Management
Crosser, Joy R., Foreign Service Career Development and Assignments to Publishing and Reproduction Division
Galovich, Alex, East Asian Affairs, Economic Policy Office, to Passport Office
Middleton, Jennifer V., Office of Monetary Affairs to Office of Under Secretary for Economic Affairs
Seabrooks, Jameta, Office of International Conferences to Supply and Transportation Division
Templeman, Kathleen A., Administrative and Clerical Pool to Economic and Business Affairs
Thomas Jr., Edgar, Office of Security, Washington Field Office, to Communications Center
Wiznitzer, Caroline, Office of Security, Command Center, to Eastern European Affairs
Wood, Amy J., Administrative and Clerical Pool to Language Services Division
Young, Thomas S., African Affairs to East

Asian Affairs

RESIGNATIONS

Aaron, Stephenia M., Passport Office, Los Angeles
Allen, Celeste D., Passport Office, Los Angeles
Barnes, Sheila, Passport Office, Chicago
Bertoni, Shirley S., Office of Legal Adviser
Bremer, Mireille R., Foreign Service Institute
Brown, Barbara J., Office of Comptroller
Brown, Darryl, Passport Office, Los Angeles
Clark, Richard Clarence, Office of the Secretary
Copelin, Donna M., Administrative and Clerical Pool
Davis, Cynthia A., Passport Office, Detroit
Deeping, Maria D., Administrative and Clerical Pool
Delacroix, Claire S., Passport Office
Dotson Jr., Fred M., Pouch and Courier Operations
Eastes, Paula J., Office of Operations, Language Services
Evans, Barbara E., Passport Office
Fabris, Renges Marie, Passport Office, Los Angeles
Fuller, Gregory T., Passport Office
Geaneas, Cynthia M., Intelligence and Research

Wage board promotions

Jonathan E. Hall and Angelique R. Broadhurst, both of the Publishing and Reproduction Division, have been promoted, respectively, to WI-4 and WI-9.

Gregory, Kristine C., Executive Secretariat
Groobey, Mildred C., Congressional Relations
Guerrant, Joyce M., Passport Office
Haney, Ceresa L., Executive Secretariat
Hardesty, Susan L., Human Rights and Humanitarian Affairs
Holmes, Darcel D., Passport Office
Johnson, David J., Budget and Finance, Office of Finance
Johnson, Pamela L., Passport Office, Detroit
Karickhoff, Jamezetta R., Budget and Finance, Office of Budget
Kerwin, Sheila M., Passport Office
Kingdom, Shari A., Passport Office, San Francisco
Lancaster, Carol J., Policy Planning Staff
Laso, Maria S., Passport Office
Levister, Michael Q., Passport Office
Mezvinsky, Edward M., U.S. Mission to UN
Missy, Johanna, Executive Secretariat
Mitchell, Betty N., Consular Affairs
Motley, Robin R., Foreign Buildings Office
Newsom, Catherine Jean, Executive Secretariat
O'Donnell, Janet, Budget and Finance, Office of Finance
Owen, Charles Steven, Passport Office
Peabody, Deborah A., Passport Office
Pugh, Malinda D., Office of Comptroller
Robles, Judith, Passport Office, New York
Rowe. Norma Page, Foreign Service Institute
Schu[illegible]er, Jill Anita, Bureau of Public Affairs
Senkow, Catherine E., Budget and Finance, Office of Finance
Sneed, Maxcine, Passport Office, Los Angeles
Steward, Shwenna D., Consular Affairs
Tyson, Brady Bradford, U.S. Mission to UN
Walker, Debra R., Economic and Business Affairs, Textiles Division
White, Evelyn L., Passport Office
Willenz, Nicole, Inter-American Affairs
Woolston, Charlotte A., Northern European Affairs
Young, Christine, Foreign Service Institute
Zimmer, Katheryn A., Executive Secretariat

RETIREMENTS

Pinkerton, Hazel, Bureau of Personnel ■

The list that follows, prepared November 27, has not been published previously.

PROMOTIONS

GS-15

Martin K. Dalton, Bureau of Administration; **Thomas Joseph Ramsey**, Office of the Legal Adviser.

GS-14

John Raymond Arbogast, Office of the Legal Adviser.

GS-13

Joseph B.J. Herrity, Office of Security; **Sharon B. Kotok**, Foreign Affairs Document and Reference Center; **Margie L. Ozier**, Bureau of Administration; **Walter J. Rast**, International Joint Commission.

GS-12

Robert J. Day, Jr., Office of Operations, Supply and Transportation Division; **Janice L. Settle**, Bureau of Public Affairs, Office of Public Programs; **Gene R. Shuman**, Information Systems Office; **Robert R. West**, Bureau of Personnel, Office of Position and Pay Management.

GS-10

Jesse H. Butler and **Bernice T. Fields**, Information Systems Office.

GS-9

Gail Lois Gardner, Bureau of Personnel; **Colleen E. Lewis**, Near East and South Asian Affairs; **Robert M. Tatum**, Foreign Affairs Document and Reference Center; **Mal L. Zerden**, Bureau of Consular Affairs, Management Office.

GS-8

Frances B. Legg, Congressional Relations; **Eddie Mae McDuffie**, Near East and South Asian Affairs.

GS-7

Shauna Abdalla, Office of the Secretary, Policy Planning Staff; **Robert A. Arbios**, Passport Office; **Christopher C. Curia**, Office of Operations; **Richard F. Dalton**, Passport Office; **Robert W. Dollar**, Budget and Finance, Office of Finance; **Stephanie Ewasko**, Bureau of Personnel, Management Office; **James J. Geiger**, Information Systems Office; **John E. Glapion**, Bureau of Intelligence and Research; **Gail R. Hairston**, Bureau of Administration, Office of Budget and Finance; **Donald A. Kennedy**, Information Systems Office; **Lisa Lawrence**, Office of Operations, Supply and Transportation Division; **Delilah S. Lilly**, Office of the Secretary; **Susan R. Pittman**, Bureau of Public Affairs, Press Office; **Roxanne L. Reed**, European Affairs; **Linda F. Riersgard**, European Affairs.

GS-6

James L. Barbour, Jr., Bureau of Public Affairs, Office of Public Programs; **Mary Lynn Cook**, Office of the Secretary; **James E. Crews**, Office of the Secretary, Information Management Section; **Victoria B. Gamble**, Passport Office; **Angelia M. Horkey**, Civil Service Career Development and Assignments; **Karen J. Hull**, Office of Security; **Roxcene V. Lee**, Bureau of Administration; **Eileen P. McCarthy**, Office of the Secretary; **Gary A. Onufrak**, Congressional Relations; **Mary Jane Picard**, Bureau of Administration, Office of the Executive Director; **Martha L. Ripley**, International Organization Affairs.

GS-5

Vernell P. Bellamy, Information Systems Office; **Paul E. Boudreau**, Foreign Affairs

Document and Reference Center; **Betty J. Brown,** International Organization Affairs; **Jacqueline H. Cooper**, Civil Service Career Development and Assignments; **Beverly A. Crayton,** Bureau of Administration, Office of Overseas Schools; **Deborah E. Graze,** European Affairs; **Francine T. Hamilton,** Office of Security; **Leslie B. Jefferson** and **Larry W. Lee,** Pouch and Courier Operations; **Irene Patricia Lucas,** Office of Operations; **Charles W. Oppenheim,** Bureau of Consular Affairs; **Enola P. Orr,** Passport Office; **Deborah E. Snipes,** Bureau of Administration, Office of the Executive Director; **Edward E. Stanley,** Pouch and Courier Operations.

GS-4

Michele J. Bowling, Bureau of Public Affairs, Office of Public Communication; **Susan M. Gray,** Passport Office; **Hester V. Mills,** Office of Security.

GS-3

Joylette Lindsay, International Organization Affairs; **Patricia L. Padgett,** Budget and Finance, Office of Finance; **Joseph U. Schiavone,** Pouch and Courier Operations.

GG-13

Walter Rast, Jr., International Joint Commission.

GG-7

Brian J. Bennett, U.S. Mission to the UN.

GG-6

Ann M. Kemeny, U.S. Mission to the UN.

GG-5

Rosann M. Ferraiolo, U.S. Mission to the UN.

NEW APPOINTMENTS

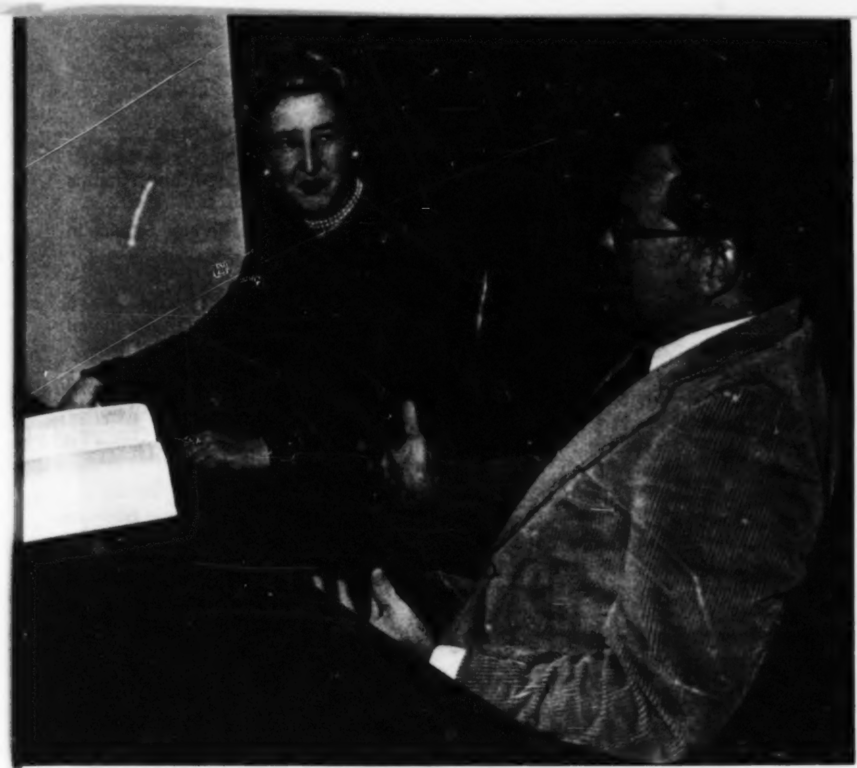
Baumann, Carol E., Intelligence and Research, Office of Programming
Bennett, Laurie Jane, Office of the Legal Adviser
Betleski, Clinton A., Canadian Affairs
Bullock, Joseph, Intelligence and Research
Clark, Debra C., Passport Office
Cornnor, Sharon V., International Organization Affairs
Cox, Tammy Ann, Economic and Business Affairs, Office of Investment Affairs
Culley, Harriet P., Bureau of Public Affairs, Correspondence Management Division
Elliott, Catherine J., Newsletter Office
Garner, Bridget, Passport Office
Gulce, April J., Office of Security, Evaluations Division
Hathaway, Alice C., Budget and Finance, Office of Finance
Herbert, Cheryl R., Bureau of Public Affairs
Humborg, Dorothy H., Medical Services
Jackson, Aluren S., Budget and Finance, Office of Finance
Jibrin, Barbara H., Foreign Service Institute
Johnson, Martha J., Administrative and Clerical Pool
Jones, Carol A., Budget and Finance, Office of Finance
Karawa, Omar Saleh, Foreign Service Institute
Leonard, Shirley L., Bureau of Personnel, Junior Officers
Lunsford, Warren J., Bureau of Administration, Office of Finance
Maddux, Sara J., Management Operations
Manning, Joyce Eileen, Administrative and Clerical Pool
Marek, James A., Office of Security, Technical Services Division
McEvoy, Michael Ray, Office of the Legal Advisor
McIntyre, Cynthia L., Administrative and Clerical Pool
Minnus, Ann L., Office of Operations, Supply and Transportation Division
Muir, Doris M., Office of the Executive Director
Nicholson, Mariolina, Foreign Service Institute
Nickels, David K., Bureau of Intelligence and Research, Strategic Forces Division
Nickles, Julie A., International Organization Affairs, Development and Humanitarian Programs
Panick, Dorothy, Office of Operations, Suppy and Transportation Division
Plaag, Gary Kenneth, Administrative and Clerical Pool
Przeworski, Cynthia A., Office of Security, Investigations Division

CONSULAR AFFAIRS—Ten-year length-of-service awards go to *Lattice McNeil*, left, and *Ocenia Dorsey*, right, who flank deputy assistant secretary *Ruth McLendon*.

Rothrock, Anita J.C., Office of Commun cations, Programs and Engineering
Sarauskas, R. George, Office of th Under Secretary for Political Affairs
Smith, Janice L., Office of the Under Se retary for Security Assistance, Scienc and Technology
Smith, Marilyn M., Passport Office
Smith, Ronny T., Office of the Secretary
Taylor, Deborah J., Office of Buildin Design and Construction
Taylor, Willard B., Bureau of Consula Affairs
Thurman, Audrey E., Economic an Business Affairs, Trade Agreements D vision
Turner, Willistine D., Medical Services
Warner, Margaret E., Office of Commun cations
Woods, Helena Virginia, Administrativ and Clerical Pool

REASSIGNMENTS

Anderson, Erna M., Budget and Financ Office of Finance to Intelligence and Re search
Chambers, Betty F., East Asian an Pacific Affairs to Foreign Affairs Docu ment and Reference Center
Cheeks, Phyllis L., Administrative an Clerical Pool to Bureau of Personne Employee Relations
Collins, Timothy V., Bureau of Public A fairs, Press Office, to Operations Cente
Crymes, Jacqueline D., Administrativ and Clerical Pool to Protocol
Derrickson, Closson R., Bureau of Con sular Affairs to Politico-Military Affairs
Easley, Cheryl D., Budget and Financ Office of Finance to International Organi zation Affairs
Edwards, Tyrone T., Medical Services t Foreign Affairs Document and Referenc Center
Hatchett, Adrienne B., Bureau of Person nel, Civil Service, to Bureau of Consula Affairs
Hawkins, Pauline A., Visa Office t



PUBLISHING AND REPRODUCTION DIVISION—*Kay Pond*, principal editor of the recently released China volume of the Department's "Foreign Relations" series, discusses the project with Department historian *David Trask*.

Politico-Military Affairs

Hurley, Dianne E., Inter-American Affairs to International Organization Affairs

Pappas, Evelyn D., Bureau of Consular Affairs to Office of Security, Special Assignments

Pemberton, Janice H., Bureau of Administration to Bureau of Personnel

Porter, Lee, Administrative and Clerical Pool to European Affairs

Rubidoux, Clara S., European Affairs to Medical Services

RESIGNATIONS

Adams, Patricia M., Bureau of Administration, Office of Overseas Schools

Afzal, Leila J., Office of Inspector General

Agner, Daphenia A., Economic and Business Affairs, Office of Development Finance

Alexander, Kym, Budget and Finance, Office of Finance

Anderson, Robin M., Budget and Finance, Office of Finance

Applebee, Helen J., Bureau of Personnel, Records Branch

Bagnall, Richard David, Office of Operations

Banks, Anthony E., Pouch and Courier Operations

Barra, Richard K., Office of Communications, Programs and Engineering

Barrack, Debra S., Office of Operations, Supply and Transportation Division

Barron, Tierney A., Passport Office

Baynard, Wendy Fee, Bureau of Public Affairs

Beauttah, James Oscar, Foreign Service Institute

Bennet Jr., Douglas J., Congressional Relations

Botz, Elaine G., Bureau of Administration, Office of Budget and Finance

Broderick, Linda Louise, Passport Office

Browne, Linda A., Passport Office

Burford, Helen Marjorie, Office of Security, Domestic Operations

Burke, Catherine A., Economic and Business Affairs

Burkholder, Deidra A., Office of Communications, Programs and Engineering

Cahill, Mary Elizabeth, Passport Office

Caldwell, Cheryl T., Bureau of Administration, Office of Operations

Carr, Charles D., Passport Office

Chamberlin, Nancy J., Budget and Finance, Office of Finance

Chang, William L., International Joint Commissions

Cheng, Yvonne J., Bureau of Consular Affairs

Chiasson, Lynn M., International Organization Affairs, Office of International Conferences

Childs Jr., William M., Office of Communications, Programs and Engineering

Christenson, Hwa Young, Foreign Service Institute

Christo, Elaine T., Passport Office, San Francisco

Clark, Sheilita A., Bureau of Administration, Budget and Finance

Coffman, Suzanne Elizabeth, International Organization Affairs

Cohen, Sheila S., Office of Communications

Coleman, Sally M., Bureau of Consular Affairs

Crisan, John T., Foreign Service Institute

Curley, Mary C., Passport Office

Davis, Michael E., Near East and South Asian Affairs

Dick, Linda R., Foreign Service Institute

Domick, Kathryn A., Visa Office

Dupecher, Daniel Raymond, Foreign Service Institute

Ennis, Cynthia B., Medical Services

Fagan, Catherine A., Passport Office

Fitzgerald, Teresa M., Economic and Business Affairs

Fitzpatrick, Denise E., International Organization Affairs

Friedlander, Naomi P., Office of Operations, Supply and Transportation Division

Fulper, Karen E., Bureau of Administration, Allowances Staff

Gaetano, Susan G., Near Eastern and South Asian Affairs

Gammon, Merle E., European Affairs

Garcia, Margaret, Passport Office

Garner, Bridget, Passport Office

Gordon, Catherine R., Inter-American Affairs

Harden, Barbara H., Office of Security, New York Field Office

Harris, Beverly Miletich, Congressional Relations

Hill, Yvette R., Bureau of Personnel

Hoffman, Jean A., Information Systems Office

Hoke, Bambi Lyn, Office of Communications, Programs and Engineering

Housholder, Virginia C., U.S. Mission to UN

Hrebik, Judith Ann, Foreign Service Institute

Hudson, Inez M., Passport Office

Imburg, Elizabeth L., Bureau of Administration, Office of Security

Jackson, Aluren S., Budget and Finance, Office of Finance

Jacobs, James David, Bureau of Personnel

James, Anthony, Office of Operations

Jeffery, Angela A., Visa Office

Johnson Jr., Joseph E., Passport Office

Jones, Evan M., European Affairs

Kaiser, David R., Office of Operations, Supply and Transportation

Kaplan, Randye Lynn, Office of Operations, Supply and Transportation

Kendrick, John B., Economic and Business Affairs

Kestner, Theresa Lee, Communications Center

King, Carol M., Passport Office

Kirby, Jane F., Office of Coordinator, UN Conference on Science and Technology for Development

PERSONNEL: CIVIL SERVICE

Langford, Patricia L., Passport Office
Leathers, Walter D., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division
Lee, Janet H., Budget and Finance, Office of Finance
Leef, Paul M., Foreign Affairs Document and Reference Center
Lewis, Colleen M., Passport Office
Littlejohn, William S., Bureau of Intelligence and Research
Logan, Laurie J., Bureau of Consular Affairs
Loose, Timothy Robert, Passport Office
Lubin, Lawrence J., Budget and Finance, Office of Finance
Luck, Andrew P., Office of Operations, Employees Services Center
Maddrey, Wendell C., Congressional Relations
Marling, Elisabeth M., Inter-American Affairs
Marquez, Awilda Rose, Inter-African Affairs
Matthews, Patricia, Passport Office, New York
McDermott, Catherine M., Office of Security
McCullen, Kathi B., Foreign Affairs Document and Reference Center
McHale III, Austin, Office of Operations, Supply and Transportation
Mendelsohn, Nina S., Bureau of Personnel
Miles, Sharon Kaye, Passport Office
Moore, Julie K., Office of the Executive Director
Moretti, Rosemary L., Office of Security
Muir, Doris M., Office of the Executive Director
Mullane, Deirdre K., Office of the Executive Director
Murphy, Jerry D., Pouch and Courier Operations
Murray, Edward H., European Affairs
Nehr Jr., Alfred J., Passport Office
Nelson, Deborah M., Bureau of Administration, Allowances Staff
Novak, Lisa C., European Affairs
Orlins, Stephen Arnold, Office of the Legal Adviser, East Asia
Otrugman, Mustafa Sener, Foreign Service Institute
Payne, Susan N., Office of Security, Washington Field Office
Pereira, Estrella R., Passport Office
Portnoy, Susan J., Near East and South Asian Affairs
Powell, David R., Office of Operations, Supply and Transportation
Quarles, Cynthia Robena, Bureau of Personnel, Records Branch
Reilly, Erin R., Inter-American Affairs
Richey, Susan A., Politico-Military Affairs
Riley, Margaret M., Near East and South Asian Affairs
Robinson, Dorothy E., Passport Office
Rochlin, Karen E., Bureau of Personnel
Roth, Robin, Inter-American Affairs
Sakaue, Marlene J., East Asian and Pacific Affairs
Salemi, Anthony J., Office of Communications, Programs and Engineering Division
Sanders, Deborah J., Passport Office
Sarro, Paula M., Office of Operations, Supply and Transportation Division
Saunders, Kathleen L., Budget and Finance, Office of Finance
Schoonover, Martha J., Foreign Affairs Document and Reference Center
Scoggins, Leticia E., Passport Office
Seeder, Victor W., Passport Office, New York
Sevier-Hernandez, Deborah, Foreign Service Institute
Shoaff, Pamela L., Office of the Executive Director
Silver, Douglas J., International Narcotics Matters
Sinclair, Mary C., Office of Operations, General Services
Smith, David, Bureau of Personnel
Smith, Renny T., Office of the Secretary
Spaeth, Jonathan S., Politico-Military Affairs
St. Julian, Patsy C., Passport Office
Stack, Mary R., Economic and Business Affairs
Stanley, Mitchell F., Economic and Business Affairs, Office of Fuels and Energy
Steele, Janet E., European Affairs
Stewart, Roberta S., Politico-Military Affairs
Symmes, Rebecca D., Bureau of Administration, Art in Embassies Staff
Tannenbaum, Jane J., European Affairs
Thomas, Robin A., Budget and Finance, Office of Finance
Thomas, Susan Pettit, Foreign Service Institute
Tripp, David W., Passport Office
Tufte, Inga R., Office of Inspector General
Walsh, Gertrude C., Bureau of Personnel
Warthon, Christopher, Passport Office
Watson, Zarah S., Inter-American Affairs, Panama
White, Carolyn B., Passport Office
White, Susan Y., Information Systems Office, Data Processing Center
Williams, Shoun L., Passport Office
Yawgel, Caroline, Economic and Business Affairs, Office of Maritime Affairs
Zitver, Murray A., Human Rights and Humanitarian Affairs, Refugee and Migration Affairs

RETIREMENTS

Barnes, Robert O., Passport Office
Baugh Sr., Warren F., Intelligence and Research
Better, Franklin A., Bureau of Consular Affairs
Foti, Anna, Passport Office
James, Wylma H., Office of Operations, Language Services
Moran, Ann J., Intelligence and Research, External Research
Taylor, Willard B., Bureau of Consular Affairs ■

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5 are achievers in State's Upward Mobility Program

Ms. Tyson

Ms. Hurley

Ms. Cassell

Mr. Hart

Mr. Jones

Of the 14 first-year participants in the Upward Mobility Program, four employees have been promoted and one has graduated.

Diane Hurley, the program's first graduate, started as a GS-5 foreign affairs analyst last March 26. She graduated late in the year after promotion to the positions's highest grade potential—GS-7.

Marie Cassell, Larry Hart and Hiram Jones were among the initial five candidates to enter the program late in 1978. Ms. Cassell, who began as a GS-4 personnel clerk, has been promoted to GS-5. Larry Hart has moved from a GS-3 communications equipment operator to GS-4. Hiram Jones, hired as a GS-3 payroll clerk, has advanced to GS-4. Also, starting the program last March 26 as a GS-3 accounting maintenance clerk, Judy Tyson has been promoted to GS-4.

Upward mobility counselors have been designated by bureaus to assist upward mobility applicants and to provide career counseling for those already in the program. ■

PERSONNEL: Foreign Service

BUDAPEST—Ambassador *Philip M. Kaiser* presents Meritorious Honor Award to *Steven G. Leach*, administrative specialist. In background are *Zsuzsa Benyi*, secretary, and *Andy Dillard*, regional security officer.

NEW APPOINTMENTS

Ascher, Vivienne Z., Junior Officer Corps
Atkins, Edmund E., Junior Officer Corps
Banks, Nicholas, Foreign Service Institute
Bauman, John K., Junior Officer Corps
Callard, Robert A., Junior Officer Corps
Carter, Helen Marshall, Junior Officer Corps
Cheever, Frances S., Junior Officer Corps
Cohen, Harlan K., Junior Officer Corps
Cook, Michael M., Junior Officer Corps
Cooper, John M., Inter-American Affairs
Covington, Philip S., Junior Officer Corps
Davis, Karon R., Amman
Duke, Angier Biddle, Rabat
Dunphy, Jon Patrick, Office of Security, Washington Field Office
Earl, James D., Junior Officer Corps
Faux, Laura D., Junior Officer Corps
Feldman, Harvey J., Port Moresby
Fichte, Janice Lee Jacobs, Merida
Flournoy, Peter H., Junior Officer Corps
Fouche, Helen, La Paz
Ghee, Cassie L., Junior Officer Corps
Goldstein, Gerald, Classification and Declassification Center
Good Ner, Phyllis Hockaday, Caracas
Hanisch, Gerald L., Junior Officer Corps
Harlow, William N., Junior Officer Corps
Harrell, Joan L., Junior Officer Corps
Harris, Danny Martin, Office of Communications, Programs and Engineering Division
Haynes, Nona A., Toronto
Johnson, Cassius C., Junior Officer Corps
Leach, Jerry W., Junior Officer Corps
Lindgren, Susan Kathryn, Kingston
Lowe, John W., Junior Officer Corps
Lucas, William E., Junior Officer Corps
Masters, Elizabeth J., San Salvador
McNeill, Stephen F., Office of Inspector General
Meuce, Roger A., Yaounde
Millspaugh, Patricia M., Prague
Mishler, Jane Elizabeth, San Salvador
Moss, Rosa M., San Jose
Morrow, Olin W., Junior Officer Corps
Ness, Marjorie H., Mexico
O'Connell, Cynthia S., San'a
Olmsted, Mary S., Classification and Declassification Center
Peoples, Kenneth M., Junior Officer Corps
Petras, Ross, Junior Officer Corps
Ramirez, Minnie C., San Jose
Sena Jr., Ray, Classification and Declassification Center
Slaght, Joan Adele S., Montevideo
Smith, Allison H., Toronto
Springer, Richard L., International Organization Affairs
Stephens, Ferne A., Toronto
Sutter, Eleanor B., Junior Officer Corps
Van Valkenburg, David R., Junior Officer Corps
Wagner, David A., Overseas Citizens Services
Watson Jr., Thomas J., Moscow
Woerner, Mark S., Junior Officer Corps
Wolff, Alejandro D., Junior Officer Corps

TRANSFERS

Arnold, Elizabeth M., Overseas Citizens Services to Tokyo
Baez, Eduardo Jose, Mexico to Oporto
Battle, Vincent M., Manama to Tunis
Bean, Don E., Special Domestic Assignment Program to Foreign Service Institute

Ben-Aida, Suzanne, Doha to Lusaka
Benesch, Anthony, Canada to Rabat
Bennett, John E., Guadalajara to Lagos
Bigelow, Paul F., Canada to Frankfurt
Blucker, Robert O., Berlin to Tehran
Born, Donald W., Accra to African Affairs
Cannestra, Evelyn A., Vatican to Madrid
Coller, Sharlotte A., Foreign Service Institute to Seoul
Crowfoot, Arthur P., Israel to Kuala Lampur
Cunningham, William J., U.S. Mission to UN to International Organization Affairs
Currie, Mary L., Belgrade to New Delhi
Daly, Kathleen M., San Jose to Operations Center
Davis, Gwendolyn, Santo Domingo to Havana
Dishaw, Robert A., Czechoslovakia to Bureau of Personnel
Easum, Donald B., Lagos to African Affairs
Edgette, Judith A., Peru to Buenos Aires
Eisenman, Helen M., Rabat to Brussels
Elliott, Margaret, Kathmandu to La Paz
Feeney, John J., International Communications Agency to Foreign Service Institute
Fornoff Jr., Harold M., Abidjan to Wellington
Fox, Ruth Silver, Bamako to Tel Aviv
Gaither, H. Rowan, Mexico to Bureau of Personnel
Glendinning, Elizabeth P., Bremen to Naples
Grizzard, Emily A., Paramaribo to Mexico
Grover, Mary M., Ndjamena to Hamilton
Guadagno, Peter D., Colombia to Overseas Citizens Services
Hagen, Kerry L., European Affairs to Helsinki
Haroldson, Noel N., Bangkok to Frankfurt
Harrison, Roger G., Air Force to European Affairs
Harvey, Clyde A., Athens to Office of Communications
Higgins, Roy R., China to Brussels
Hoff Jr., Bruce F., London to Johannesburg
Jackson, Howard T., Lagos to Mexico
Jefferson, Thomas K., Ndjamena to Lome
Jones, Clyde Lester, Djibouti to Cali
Kennedy Jr., Charles S., Korea to Naples
Killeen, Thomas B., Melbourne to Bangkok
Lamb, Robert E., Consular Affairs to Bonn
Lebrane, William H., Communications Center to Muscat
Lorah, Gene C., Liberia to Office of Communications
Love, Ruth, Rabat to Kuala Lumpur
Mack, Evelyn Marie, Indonesia to Colombo
Mahoney, Richard F., San'a to Rabat
Maimone, Diane Angela, Canberra to Belgrade

PRAIA, Cape Verde—Deputy chief of mission *Howard L. McGowan* is presented the Superior Honor Award by Assistant Secretary *Richard M. Moose*, left. *Mrs. McGowan* is on right.

Mark, David E., Bureau of Intelligence and Research to Bureau of Personnel
Matthews, David P., Mexico to Merida
Matthews, Doyle K., Karachi to Nairobi
McDonnell, Mary E., Turkey to Foreign Service Institute
McLaughlin, Roy R., Tokyo to Lagos
McNamara, James A., Geneva to Office of International Conferences
Melone Jr., Harry R., Bureau of Intelligence and Research to Kigali
Miller, Ardith H., Georgetown to Rangoon
Mills, Eugenia D., USSR to European Affairs
Mills, Robert H., USSR to European Affairs
Morse, Lyle A., Bangkok to Frankfurt
Morton, Carole L., Tel Aviv to Mexico
Nash, Frank V., Economic and Business Affairs, International Finance Division, to Singapore
Nesbit, Leroy P., Toronto to Ottawa
Norville, William P., Warsaw to Tokyo
Oakley, Robert B., East Asian and Pacific Affairs to Kinshasa
Obligacion, Amy J., Tel Aviv to Geneva
Painter, Dorothy A., African Affairs to Conakry
Polik, William, Mexico to Kuala Lumpur
Quinlan, Clifford J., Near East and South Asian Affairs to European Affairs
Ravnholt, Astrid M., Rome to Colombo
Rensch, Patricia L., Thessaloniki to Guangzhou
Revak, Samuel J., Communications Center to Beirut
Roberts Jr., George B., Vientiane to Georgetown
Rodenhauser, Georgie E., Nicosia to Prague
Roush, Ruth Ann, Paris to Rabat
Rowe, David, Foreign Service Institute to International Organization Affairs, UNESCO
Sanchez, Fernando, Mexico to Ciudad Juarez
Schell, Barbara L., Iran to Near East and South Asian Affairs
Skowronski, Harriet P., Havana to Paramaribo
Snyder, Robert E., Bolivia to Panama
Spengler, Rodney L., London to Office of Communications
Stalls, Anita Lancaster, Junior Officer Corps to La Paz
Stout, Irene E., Asian Development Bank to Brasilia
Susan, Edward R., Greece to Office of Communications
Sweitzer, Renee M., East African Affairs to Paris
Taylor, Clyde Donald, Iran to Foreign Service Institute
Toussaint, Donald R., Philippines to Colombo
Vogel, Lynn, Mbabane to Hong Kong
Wilson, Nancy Jo, Nairobi to Dar-es-Salaam
Zweduk, Linda J., Nigeria to African Affairs

RESIGNATIONS

Braxton, Eileen, Nassau
Crain, Sharon E., Tel Aviv

Ericksen, Karen Lynn, Montreal
Fallon, Richard Henry, Office of Legal Adviser
Hadley, James, Bureau of Personnel, Management Office
Holmes, Jacquelyn Sue, Mexico
Kelly, Eva L., Buenos Aires
Kenah, Venecia Rojas, Inter-American Affairs
Larson, Susan P., West African Affairs
Mattran, Nancy D., International Organization Affairs, Development and Humanitarian Programs
Miller, Robert K., Office of the Secretary
Mishler, Jane Elizabeth, San Salvador
O'Keefe, Joyce Lindsey, Bremen
Peachium, Sybil D., Bureau of Personnel, Management Office
Rattray, Ann Dixon, Calgary
Rhodes, Janice A., Office of Legal Adviser
Rojas, Edgar L., Guayaquil
Schmidt, Yolanda H., Guadalajara
Shettel, John R., Equal Employment Opportunity Office
Sims, Valerie N., Bureau of Personnel, Management Office
Sundermann, Jeanne Alice, Guatemala
Tanona, Felicia C., Bureau of Personnel
Williams, Brenda I., Prague
Wise, Walter P., Islamabad
Wolf, Christina A., Office of Security, Washington Field Office
Wyman, Donald Leslie, Inter-American Affairs
Zlotowitz, Ruth C., Frankfurt

RETIREMENTS

Bailey, Mary E., Karachi
Brown, Robert A., Economic and Business Affairs, Aviation
Carroll, Virginia D., Overseas Citizens Services
Coontz, Gustaf, Bonn
Culbret, William E., International Organization Affairs
Davis Jr., Thomas W., Kingston
Duffy, Raymond P., Office of Security, Document and Informations Systems Division
Easum, Donald B., African Affairs
Erickson, Elden B., Frankfurt
Ford, Theodore Minton, Upper Volta
Johannesen, Jean M., African Affairs
Johnson, Fern L., Ottawa
Jung, Lucille M., Comptroller's Office
Karkashian, John Edward, Office for Combatting Terrorism
Kawamoto, Yukio, Tokyo
Maguire, Germaine M., Yaounde
Miller, Frederic G., Bureau of Personnel
Olmsted, Mary S., East Asian and Pacific Affairs
Perkins, John D., Economic and Business Affairs
Randall, Lois G., Colombo
Richardson, Virginia, Tegucigalpa
Ridley, Christine W., Foreign Service Career Development and Assignments
Sober, Sidney, Inter-Governmental Assignment
Spear, Moncrieff J., Inter-American Affairs
Strong, Louise M., Kabul
Swan, Charles V., Foreign Buildings Office
West, Doris M., African Affairs

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The list that follows, prepared November 27, has not been published previously.

NEW APPOINTMENTS

Acosta, Manuel F., Office of Comptroller
Arendt, Richard D., Economic and Business Affairs, International Finance and Development
Arriaga, Robert D., Cairo
Barr, Elizabeth P., Junior Officer Corps
Bellard, Scott D., Junior Officer Corps
Blaine III, William M., Junior Officer Corps
Bohlmann, Karl E., Junior Officer Corps
Boyd, Burdella, Bureau of Personnel, Management Office
Braxton, Eileen, Nassau
Brodfuehrer, Lisa M., Santo Domingo
Bullock, Frederic D., Mbabane
Caldwell, Robert W., Classification and Declassification Center
Carrel, Mary Joanne, Hamilton
Carter, Laraine Newhouse, Intelligence and Research, South Asia Division
Cash Jr., Carlyle E., San'a
Crum, Wendy Jo, Inter-American Affairs
Cunningham, John E., Classification and Declassification Center
Dahl, Phillip B., Classification and Declassification Center
Davis, Bruce T., Brussels
Davis, Phyllis J., Kaduna
Demuro, Stephen C., Kaduna
Eaton, William A., Junior Officer Corps
Foye, Michael Thomas, Jidda
Gabor, Anne-Marie, Tripoli
Gardner, Michael L., La Paz
Gay, Jennie T., Accra
Ginsburg, Susan, International Narcotics Matters
Gough, Betty Catherine, Classification and Declassification Center
Gross, Kathy J., Tehran
Gwinner, Susan C., Buenos Aires
Hadley, James, Bureau of Personnel
Hagen, Robert S., Havana
Hanson Jr., Charles M., Classification and Declassification Center
Hawbaker, Nancy Ann, Abu Dhabi
Heg, James T., Junior Officer Corps
Hein, Michael P., Manila
Henke, Debra D., Junior Officer Corps
Hill, Billy Joe, Moscow
Hiser, Robert Stephen, Communications, Programs and Engineering Division
Hodges, Emily P., Junior Officer Corps
Holloman, Ann Elizabeth, Niamey
Hood III, William Edward, Kuwait
Houston Jr., Robert B., Junior Officer Corps
Jardine, Clyde L., Junior Officer Corps
Jenkins, Larry Dean, Damascus
Kenney, Beryl E., Bureau of Personnel
Kinsella, Kevin Gordon, Inter-American Affairs
Kirkpatrick, Alexander T., Junior Officer Corps
Kludt, Ramona Q., Bremen
Kunlholm, Bruce R., Office of the Secretary, Policy Planning Staff
Leaken, James Norman, European Affairs
Lindgren, Susan Kathryn, Kingston
Lussier Jr., George C., Monrovia
MacDonald, Donald Stone, Classification and Declassification Center
Martindell, Anne Clark, Wellington
McArdle, Patricia L., Junior Officer Corps
McDuffie, Denise L., Bureau of Personnel
Meale, James W., Department of Health, Education and Welfare
Mears, James F., Nouakchott
Moros, Sheila M., Mogadishu
Muller, George F., Office of the Under Secretary for Security Assistance, Science and Technology
Norton, James C., Paris
Ornburn, Russell Franklin, Office of Communications, Programs and Engineering Division
Pace Jr., Clyde W., Montreal
Peters, Bruce E., Kuwait
Pickering, Laurence G., Classification and Declassification Center
Pitts, Sarah S., Junior Officer Corps
Purvis, Mary Anne C., Cotonou
Reilly, Andrea J., Managua
Richardson, Arvilla D., Office of the Coordinator of Mexican Affairs
Romanic, Gary D., Athens
Ronayne, William P., Beijing
Root, John F., Classification and Declassification Center
Russell, Claudia J., Lisbon
Sailer, Camille E., Junior Officer Corps
Schaefer, Edward W., Classification and Declassification Center
Schubert, Conrad C., Buenos Aires
Scruggs III, James D., Madras
Seung, N. Janet, Athens
Sims, Valerie N., Bureau of Personnel
Smith, Karen M., Lima
Spillane, Carolyn S., Junior Officer Corps
Staples Jr., John E., Bonn

Stelloh III, Reynold F., Kabul
Strawn, William M., Junior Officer Corps
Stump Jr., Charles C., Kuwait
Sundermann, Jeanne Alice, Guatemala
Swanson, J. Bradley, Junior Office Corps
Tambone, Lenore, Bureau of Public Affairs, Office of Public Programs
Thomas, Bruce E., Bureau of Personnel
Topka, Jeanne E., Junior Office Corps
True, Sally, Tijuana
Vogel, Frederick J., Junior Officer Corps
Wallace, Robin D., Ankara
Wesche, Stephen G., Junior Officer Corps
Wilkins, Burnette V., Accra
Wilkowski, Jean M., Office of the Coordinator, UN Conference on Science and Technology for Development
Wills, Mary Jo, Junior Office Corps
Windmuller, Thomas S., Junior Officer Corps
Zimmermann, Robert Walter, Classification and Declassification Center

TRANSFERS

Achilles, Norman L., Osaka-Kobe to Yokohama
Adams, John H., Port-O-Spain to Visa Office
Addington, Larry Keith, Paris to San'a
Aitken, Jr., David K., Manila to Office of Communications
Ajay Jr., Nicholas Z., Cairo to Office of Communications
Akahloun, Eleanor L., Tunis to Ottawa
Albon Jr., William C., Dakar to Office of Communications
Alexander, Joseph N., Kabul to Monrovia
Alexander, Mary L., Abidjan to Bonn
Allais, Robert E., Burundi to African Affairs
Anderson, George A., Vienna to Special Domestic Assignment Program
Antippas, Andrew F., Bangkok to Office of the Director General, Bureau of Personnel
Arehart, John W., Manila to Office of Communications
Arzt, Joanne, Abidjan to Brussels
Atwater, James L., Ndjamena to African Affairs
Austern, Donald M., Foreign Service Institute to Caracas
Austin, Kathleen T., Banjul to African Affairs
Austin, Robert J., Panama to La Paz
Ayer Jr., Everett D., Foreign Service Institute to Budapest
Ayres, James R., Manila to Office of Communications
Babin Jr., Anthony J., Cairo to Tegucigalpa
Bache, Jules D., LonJon to Tokyo
Bahti, James H., Sinai Field Mission to Near East and South Asian Affairs
Ballard Jr., Edgar E., Moscow to Lisbon
Bandy Jr., Thomas N., European Affairs to Rome
Barraclough, William G., Economic and Business Affairs, International Trades Policy, to Tokyo
Barrera, Cordova Alba, Sao Paulo to Guatemala
Bash Jr., Edward John, Brazil to Lisbon
Bash, Richard M., Tehran to Sao Paulo
Bastiani, Carl A., Foreign Service Institute to Krakow
Bateman, Robert H., Quito to Inter-American Affairs
Bean, Maurice D., Rangoon to East Asian and Pacific Affairs
Beck, William G., Mauritania to Khartoum
Becker, Robert W., Berlin to Bonn
Beecroft, Robert M., Bureau of Politico-Military Affairs to Bonn
Bergesen, Alf E., Dacca to Port-au-Prince
Bergin, Peter Edward, Nicosia to Office of Security, Evaluation and Training Division
Bevacqua, Carmen F., Brussels to London
Beyer, Joel H., Guatemala to Montevideo
Bialecki, Paul A., Ouagadougou to Ndjamena
Biddle, Robert W., Surabaya to Foreign Service Institute
Billick, Michael, Kabul to Santo Domingo
Bischoff, William E., Accra to Office of Communications, Programs and Engineering Division
Blake, Robert D., Liberia to Rio de Janeiro
Blanchard II, William G., Santo Domingo to Accra
Blaney III, Harry C., Office of the Secretary, Policy Planning Staff to Brussels
Blanford, James E., Athens to Calcutta
Bleha, C. Thomas, Foreign Service Institute to Seoul
Bligh Jr., John W., Office of the Deputy Assistant Secretary for Personnel to Barcelona
Blohm, Robert J., La Paz to Bureau of Consular Affairs
Blowers, Jay H., Bucharest to Bureau of International Organization Affairs
Blust, Merwin Carl, Foreign Service Institute to Mexico
Bock, J. Richard, China to Berlin
Borg, C. Arthur, Vienna to European Affairs
Borter, David P., Brussels to Karachi
Bouchard, Donald J., Ottawa to Madrid
Bowers, Frances J., Geneva to Bureau of International Organization Affairs
Bowman, David D., Frankfurt to Pouch and Courier Operations
Bowman, Francine L., Guinea to African Affairs
Boyce Jr., Ralph L., Tehran to Tunis
Boyle, John A., Bureau of Economic and Business Affairs to Oslo
Brandt, Frederick C., Manila to Office of Security, Technical Services
Breckon, M. Lyall, Office of the Secretary, Policy Planning Staff to Kuala Lumpur
Brehm, Vance W., Bern to Office of Communications
Breisky, Arthur E., Madrid to Stockholm
Brencick, William J., Dhahran to Soviet Affairs
Brennan, Martin G., Rwanda to Ouagadougou
Bresler, Ralph Edwin, Abidjan to Kuwait
Brook, Elizabeth C., Burma to East Asian and Pacific Affairs
Brookner, Janine M., Inter-American Affairs to Caracas
Brown, Edward R., Kathmandu to Near East and South Asian Affairs
Brown, Franklin R., Ethiopia to San Jose
Brown, Robert E., Osaka-Kobe to Tokyo
Brown, Robert L., Burssels to Office of Inspector General
Buck, Stephen W., Kuwait to Muscat
Bump III, William H., Tehran to Office of Communications
Burakow, Nicholas, Bucharest to European Affairs
Burke, Peter B., Foreign Service Institute to Warsaw
Buss, David M., Nouakchott to Port-au-Prince
Butler, Lawrence E., Helsinki to Brasilia
Button, Jack B., Tokyo to Inter-Governmental Assignment
Cameron, Daniel F. Jakarta to East Asian and Pacific Affairs
Camp III, William J., New Delhi to Manila
Campbell, Arnold Haskins, Berlin to Paramaribo
Campbell, John W., Brussels to Foreign Service Institute
Campbell, William M., Tanzania to Nicosia
Carlyle, Dana T., Foreign Service Institute to Tunis
Carroll, Robert J., Foreign Service Institute to Kuala Lumpur
Casey, Bryan V., Philippines to New Delhi
Caulfield Jr., John Patrick, United Kingdom to Lisbon
Chaddic, Joe H., Port Louis to Bureau of Administration
Champagne Jr., Eugene E., Brussels to Cairo
Chapleski, Joseph P., Guatemala to Bangkok
Chapman, Richard E., Surabaya to Guatemala
Chindgren, Marvin H., Monrovia to Office of Communications
Cinal, Ronald M., East Asian and Pacific Affairs to Jakarta
Clear, Taylor Jesse Edward, Tunis to Human Rights and Humanitarian Affairs
Clore, Raymond E., Port-au-Prince to Yaounde
Coe, Robert P., New Delhi to Accra
Coley Jr., Joel J., Sao Paulo to Colombo
Collins, John G., Bangkok to Pouch and Courier Operations
Collins Jr., John A., Bogota to Port-O-Spain

Colwell, Thomas C., Jakarta to Bureau of Economic and Business Affairs, Aviation Affairs

Combs Jr., Richard E., Moscow to Foreign Service Institute

Constable, Peter D., Islamabad to Near East and South Asian Affairs

Cook Jr., Philip R., Office of Inspector General to Pretoria

Cook, Frederick Bishop, Panama to Bulding Design and Construction Division

Cooper, James Ford, Helsinki to Caribbean Affairs

Cornish, Richard J., African Affairs to Yaounde

Cotter, Michael W., Quito to Foreign Service Institute

Craighead, Eugene E., Milan to European Affairs

Cusack, Thomas E., Tehran to Montreal

Cutler, Walter L., Kinshasa to Tehran

Daniels, Marion Gordon, Jidda to Near East and South Asian Affairs

Daniels, Rolfe B., Bonn to Salzburg

Davenport, Claudia P., Lusaka to Hong Kong

Davidow, Jeffrey, Foreign Service Institute to Pretoria

Davis, James G., Junior Officer Corps to Mexico

Davis, Vera Lyn, Panama to Buenos Aires

Debnar, Albert A., Istanbul to Communications, Programs and Engineering Division

Denny-Brown, Myles Robert, Ankara to Izmir

Dickson, Loretta, Amman to Tunis

Dieffenderfer, John H., Vienna to Tripoli

Ditenna, Pasquale L., Islamabad to European Affairs

Dorr, Robert F., International Organization Affairs to Stockholm

Doubleday Jr., Thomas P., Central African Affairs to Mogadishu

Douthard III, Ross Sidney, Southern African Affairs to Libreville

Dowling, Thomas E., Foreign Service Institute to Tunis

Doyle, James R., African Affairs to Lome

Drechnowicz, Edward F., USSR to Panama

Dyels Jr., Jake M., Colombo to Visa Office

Eddy, John J., Bridgetown to Foreign Service Institute

Edmondson, Robert D., Sanitago to Office of Communications

Egan Jr., Wesley W., Lisbon to Lusaka

Elliott, Mary A., Freetown to African Affairs

Ellison, Donald C., Manila to Bangkok

English, Burt Frederick, Nouakchott to Banjul

Erney, Kenneth R., New Delhi to Bonn

Farrar, Lawrence F., Foreign Service Institute to Oslo

Femminella, Bernard A., Sinai Field Mission to Bureau of Politico-Military Affairs

Fenn, Margaret F., Thailand to Communications Center

Fenner, Leonard A., Mexico to Bureau of Administration

Fiala, Raymond F., Prague to Office of Communications

Fink, Myron D., Monrovia to Athens

Fitts, Robert W., Bureau of Economic and Business Affairs to Jidda

Fitzgerald Jr., Edward W., Islamabad to Brussels

Floyd Jr., Walter I., Nicosia to Tokyo

Flynn, James E., Rangoon to Rio de Janeiro

Fobes Jr., Ramon D., Manila to Office of Communications

Folan, Patrick M., Brussels to Special Domestic Assignment Program

Ford, Alan W., Rome to Allied Forces, Southern Europe

Ford, Janet A., Port Moresby to Brussels

Forsyth, Roger C., Manila to Santiago

Fox Jr., Richard K., Port-O-Spain to Office of Inspector General

Fox, Phyllis, Algiers to Near East and South Asian Affairs

Frank, Ralph, Medan to Near East and South Asian Affairs

French, Dorothy E., Brasilia to Office of the Secretary

Friedman Jr., Townsend B., Athens to Buenos Aires

Fuchs, Wolfgang G., Bucharest to Office of Security

Gaffey Jr., Joseph E., Tokyo to Bureau of Administration

Gallagher, Michael F., Tunis to Foreign Service Institute

Gannon, Matthew K., Near East and South Asian Affairs to San'a

Garcia, Enrique J.V., Ankara to Office of Communications, Programs and Engineering Division

Garner, John Michael, Nassau to Mexico

Garrison, Richard A., Nigeria to Stuttgart

Gates, Marvin E., Budapest to Bureau of Administration

Genovese, Mary C., Bureau of Personnel to Vatican

George, Lloyd R., Near East and South Asian Affairs to Ankara

Gerwig Jr., Harold E., Montreal to Athens

Gesswein, Frederick C., Liberia to Office of Communications

Girdler, Lewis, Madrid to European Affairs

Gladstone, Verna B., Islamabad to Berlin

Godard, Ronald D., Istanbul to Foreign Service Institute

Goold, Robert P., Burundi to Kathmandu

Grahame, Jay R., Near East and South Asian Affairs to Tel Aviv

Greenberg, Allen S., Moscow to Foreign Service Institute

Greene, Frank P., Frankfurt to Bangkok

Grossman, Andrew, London to Tehran

Gundry, David L., Bonn to Office of Communications

Gutierrez, Lino, Dominican Republic to Lisbon

Haas, George F., Bureau of Personnel to Pretoria

Habenicht II, Glenn W., Abidjan to Office of Security, Technical Services

Haggerty, Susan Angela, Bonn to Bureau of Economic and Business Affairs

Hall, Anna J., Venezuela to Abu Dhabi

Hall, John Martin, Foreign Service Institute to Moscow

Hall, Nancy J., Bangkok to Pouch and Courier Operations Division

Hall, Robert J., Caracas to Abu Dhabi

Hallman, Bryon A., Beirut to Nicosia

Hamilton, Thomas P., Bureau of Intelligence and Research to Port Moresoy

Hammerstrom, John, Frankfurt to Bangkok

Hansen, Wendy Marie, Florence to ICA

Harkness, Edward Michael, La Paz to Barcelona

Harner, Stephen Michael, Beijing to Foreign Service Institute

Harris, Aldine, Athens to Office of Communications

Hartley, Douglas G., United Kingdom to Salvador

Hartwick, Daniel E., Managua to Office of Communications

Hatcher, Theresa, Lima to Accra

Hawbaker, Thomas D., Near East and South Asian Affairs to Abu Dhabi

Hawley III, James M., International Organization Affairs to New Delhi

Hazelrigg, George H., Bujumbura to African Affairs

Haight, Edward F., Tunis to Islamabad

Hemingway, Barbara, Caracas to Foreign Service Institute

Hemmings, A.B., Algiers to Calcutta

Henderson, David Ellis, Asuncion to Office of the Director General

Henderson, E. Wayne, Buenos Aires to Tokyo

Hepola, Larry E., Monrovia to Office of Communications

Hewitt Jr., Ashley C., Inter-American Affairs to Madrid

Hewitt, Marianne B., Foreign Service Institute to Buenos Aires

Himmelberger, Peter H., Canberra to Leningrad

Hines, Richard, New Delhi to Panama

Hinson, Sherman N., Vienna to Oceans and International Environmental and Scientific Affairs

Hinton, Michael J., Lilongwe to Dar-es-Salaam

Hogard, Stephen B., Office of the Countselor to Nairobi

Holbert, Thomas C., Bangkok to Kingston

Holguin, Raul, Monrovia to Brasilia

Holzman, John C., Yaounde to Bureau of Economic and Business Affairs, Office of Development Finance

Hooks, J. Aubrey, Foreign Service Insti-

tute to Ankara
Hoover, Donald T., Nairobi to Moscow
Hoover, John Martin, Guayaquil to Foreign Service Institute
Horn, James Edwin, Algiers to Rangoon
Hughes, Cynthia Ann, Lima to Inter-American Affairs
Hull, Edmund James, Jerusalem to Near East and South Asian Affairs
Hume, Willis E., Junior Officer Corps to Mexico
Hyams, Robert Steven, Jakarta to Bureau of International Organization Affairs
Immerman, Robert M., Tokyo to Foreign Service Institute
Jackson, William R., Damascus to Berlin
Jacobson, Anna Rose, Maseru to African Affairs
James, Daniel J., Bonn to Bureau of Politico-Military Affairs
Jatras, James George, Junior Officer Corps to Tijuana
Johnson Jr., Leon M., Special Domestic Assignments Program to Bangkok
Johnson Jr., Philip K., European Affairs to Caracas
Johnson, Guy C., Paris to Bureau of Administration
Johnson, Johnny R., Tunis to Tokyo
Johnson, Wyatt B., Amman to Santo Domingo
Jones Jr., Charles, Paris to Tehran
Judd, Howard J., Manama to Manila
Karaer, Arma Jane, Kinshasa to Foreign Service Institute
Kartman, Charles, Tokyo to Yokohama
Keller, H. Evelyn, Santiago to Kabul
Kelley, James T., Khartoum to African Affairs
Kelling, David N., Manama to Near East and South Asian Affairs
Kennedy, Bowen K., European Affairs to Belgrade
Kennedy, Laura-Elizabeth, Moscow to European Affairs
Kessler, Richard Aubrey, Foreign Service Institute to Moscow
Kienzle, Don Roland, Thailand to Copenhagen
Killpack, Patrick C., Brussels to European Affairs
Kimble, Melinda L., Cairo to Foreign Service Institute
Kindelan II, Gilbert E., Foreign Service Institute to Warsaw
Kindl, Charles L., Norway to Office of Communications
King, John H., NATO to Office of the Counselor
King, Maria-Jesus, Brussels to European Affairs
King, Mary Alice, Bangkok to Office of the Secretary
Kinney, Douglas S., International Organization Affairs to Rome
Kinsman, N. Richard, Peru to Kingston
Klein, Jacques Paul, Bonn to European Affairs
Klemp, Stephen H., Belgrade to Vienna
Kohn, Robert Allen, Lima to Bureau of Administration
Kolb, Kenneth H., Foreign Service Institute to Antananarivo
Konner, C. Michael, Reykjavik to Secretariat Staff
Korky, Ann Kelly, Near East and South Asian Affairs to Cairo
Kosheleff, Mary J., Afghanistan to San'a
Kosinski, Susan H., Brussels to Damascus
Krehbiel, Albert D., Nicosia to Rome
Kresse, Thomas Robert, Brussels to African Affairs
Kriendler, John, Foreign Service Institute to Paris
Kuen, Katherine M., Bangkok to East Asian and Pacific Affairs
La Fleur, Christopher J., Tokyo to Sapporo
Lambert, Larry R., Lusaka to Monrovia
Lamont, James W., Foreign Service Institute to Berlin
Landfair, William E., Bureau of Politico-Military Affairs to Gaborone
Langan, Douglas, Havana to La Paz
Lanpher, Edward Gibson, Congressional Relations to London
Lauderdale, Clint A., Madrid to Office of Recruitment, Examination, Employment
Leach, Richard B., Kuala Lumpur to East Asian and Pacific Affairs
Lecocq, Randall R., Foreign Service Institute to Moscow
Lee, David Y.C., Tokyo to East Asian and Pacific Affairs
Lees, Nancy Faye, Port-O-Spain to Jakarta
Leonnig, Douglas Bayard, Moscow to Bujumbura
Lesser, Lawrence B., Kigali to Office of Director General
Levin, Herbert, Colombo to New Delhi
Lewis Jr., Jesse W., Jidda to Nicosia
Lichtblau, George E., Israel to Near East and South Asian Affairs
Limbert, John W., Jidda to Tehran
Lindsay, Josephine I., Dhahran to Rabat
Lino, Marisa R., Office of the Secretary, Policy Planning Staff to Baghdad
Lipiec, Sharon Ann, Pouch and Courier Operations to Bangkok

OTTAWA—*Francis Terry McNamara*, left, consul general at Quebec, receives his third Superior Honor Award from Ambassador *Thomas O. Enders*. He also holds two Meritorious Honor Awards. Both men have since been reassigned.

Litt, David C., Kabul to Damascus
Livingston, James A., Vienna to European Affairs
Lockwood, Danny Duane, Senegal to Maputo
Lowe, David D., Paris to Rome
Lukens, Alan W., European Affairs to Capetown
Lundahl, Frederick B., Lusaka to African Affairs
Lupo, Samuel Eldred, Brasilia to Inter-American Affairs
Luppi, Hobart N., Vancouver to European Affairs
Lyman, Donald Roy, Bogota to Operations Center
Lynch Jr., Thomas A., Bucharest to International Organization Affairs
Lynch, Christopher F., Bogota to Barranquilla
MacDonnell, David H., Inter-American Affairs to San Jose
Mack, David L., Baghdad to Tunis
Maffett, Victor J., Hamburg to Bureau of Personnel
Maguire, Charles G., Buenos Aires to Bureau of Personnel
Maholchic, Thomas J., Port Louis to Foreign Service Institute
Mahoney, Mary J., Athens to Near East and South Asian Affairs
Mahoney, Michael M., Foreign Service Institute to Santo Domingo
Mahoney, Richard M., Burma to Monrovia
Manger, Walter H., New Delhi to Foreign Service Institute
Mangiafico, Luciano, Bucharest to Calgary
Manson, Jennie C., Athens to Office of Communications
Markham, William D., Kenya to Brussels
Markowitz, Dianne E., Foreign Service Institute to Abu Dhabi
Martin, John Linden, Managua to Khartoum
Martin, Richard F., Tokyo to Office of Communications
Martin, Thomas G., Foreign Service Institute to Ankara
Martinez, Pedro, Abidjan to Brussels
Matera, Lawrence W., San Jose to Communications Center
Mattson, Gregory Lynn, Victoria Mahe to Athens
Maxwell, Barbara H., Dar-es-Salaam to Brasilia
Mayer Jr., Vincent, Caracas to Egyptian Affairs
Mazierz, Joseph S., Office of Communications, Programs and Engineering Division to Nairobi
McCallie, Marshall F., Foreign Service Institute to Abu Dhabi
McCarvey, Virginia R., European Affairs to Sofia
McCaskill, Charles W., Madras to Athens
McCoy, Charles P., Dacca to Near East and South Asian Affairs
McCutcheon, William L., Monrovia to Office of Communications
McFall, V. Frances, Mexico to Bureau of Personnel
McGaffey, David C., Esfahan to Foreign Service Institute
McGill, Duncan H., Bonn to Office of Communications, Programs and Engineering Division
McKone, Norman R., New Delhi to Lusaka
McLean, Joseph G., Panama to Foreign Service Institute
McLendon, Ruth A., Monterrey to Bureau of Consular Affairs, Overseas Services
McNamara, Francis Terry, Quebec to Foreign Service Institute
McNaughton, Doyce R., San Jose to Cairo
Mecklenburg, Clifford W., Abidjan to Munich
Meisel, William M., Liberia to Brasilia
Mendelsohn, Jack W., Brussels to Foreign Service Institute
Merricks, Newton H., Cairo to Colombo
Merrill, Darleen, Buenos Aires to Inter-American Affairs
Merry, E. Wayne, Berlin to Foreign Service Institute
Merson, Harry C., London to Seoul
Micklow, Loretta J., Egypt to Seoul
Miles, Joseph C., Kabul to London
Miller, Albert R., Manama to Oslo
Miller, Raymond A., Monrovia to Vienna
Miller, Raymond E., Monrovia to Office of Communications
Minnick, Clarissa C., Tehran to Geneva
Minnies, Malachy Todd, Treasury Department to London
Misslbeck, James W., NATO to Bureau of Administration, Office of Security
Monroe, Evangeline O., Overseas Citizens Services to Bern
Monroe, William T., Bureau of Politico-Military Affairs to Cairo
Montagne, Elizabeth A., Ottawa to Tehran
Montana, Phyllis Ann, Panama to Bucharest
Montgomery Jr., Harry M., Tunis to U.S. Mission to UN
Moore, Muriel M., Foreign Service Institute to Port-au-Prince
Moore, Robert W., Pakistan to Vancouver
Mortensen, Ronald W., Ndjamena to Nouakchott
Mosher, Geraldine L., Dakar to Guatemala
Mosley, Willis D., Paris to Khartoum
Munro, Glenn A., Caracas to Management Operations
Murphy, Alvis Craig, Jakarta to Panamanian Affairs
Murphy, Charles M., Madrid to Office of Communications
Murphy, Joseph T., Rangoon to East Asian and Pacific Affairs
Murphy, Thomas F., Budapest to European Affairs
Myers Jr., Robert P., Bureau of Personnel to Madrid
Naatjes, Dale M., Panama to Canberra
Nance Jr., Edmund B., Indonesia to Rangoon
Nance, Sidney C., Port Moresby to Paramaribo
Nathness, Sarah Louise, Frankfurt to Munich
Neal Jr., Alfred H., Montevideo to Foreign Service Institute
Nelson Jr., Harvey F., Pretoria to Inter-Governmental Assignment
Nelson Dennis E., Bonn to Office of Communications, Programs and Engineering Division
Ness, Gusta A., Johannesburg to The Hague
North, Jerrold M., Freetown to Mogadishu
Norton, David Clark, Genoa to Bureau of Intelligence and Research, Southern Europe
Norwood Jr., Thomas L., Foreign Service Institute to Prague
Nosko, Edward T., Stockholm to Bureau of Administration
O'Connor, Christine M., Geneva to Bogota
Obermayer, Dennis H., Bonn to European Affairs
O'Dea, James S., Dublin to Buenos Aires
Ogino, Jack S., Colombo to Beirut
O'Hanlon, Brendon P., Cairo to Office of Security, Investigations Division
Olmsted, Mary S., Port Moresby to East Asian and Pacific Affairs
Onomoto, Flora K., Melbourne to Brussels
Ortiz Jr., Frank V., Bridgetown to Guatemala
Paarlberg Jr. Don, Saipan to Near East and South Asian Affairs
Pass, Ned Z., Nairobi to Office of Communications, Programs and Engineering Division
Panitt, Jeffrey, Lome to African Affairs
Papendorp, J. Theodore, Brussels to U.S. Mission to UN
Parker, Alan, Berlin to European Affairs
Parks, Trabe F., Seoul to Foreign Service Institute
Parrack Jr., Adrian R., Moscow to Office of Security, Technical Services
Passage, David D., Canberra to Bureau of Public Affairs, Press Office
Pavoni Jr., John J., Lisbon to East Asian and Pacific Affairs
Pazdral, Nuel L., Krakow to Paramaribo
Peale, Samuel R., Kathmandu to Office of Egyptian Affairs
Pendleton Jr., Miles S., Brussels to Foreign Service Institute
Penner Jr., Vernon D., Salzburg to Foreign Service Institute
Perenyi, Peter S., Bureau of Politico-Military Affairs to Vienna
Perez, Carlos, Monterrey to Lisbon
Perez, Enrique Felipe, Inter-American Af-

fairs to La Paz

Petersen, W. Gary, London to Office of Communications

Peterson, Jeffrey G., European Affairs to Stockholm

Petrin Jr., Noel H., Cairo to Tokyo

Pfaff, Jerald Edward, Helsinki to Bureau of Administration

Pierce, James A., Foreign Service Institute to Sapporo

Pierce, Roger Dwayne, Mexico to Santiago

Pierce, William Allen, Foreign Service Institute to Tunis

Piye, Ronald J., Athens to Office of Communications

Polansky, Sol, Berlin to Vienna

Polasky, Frederick, Korea to Foreign Service Institute

Pollak, Lorraine, Inter-American Affairs to Santiago

Post, Richard St. F., Foreign Service Institute to Karachi

Preston, Anne, Israel to Near East and South Asian Affairs

Provencal, Stephen P., Nouakchott to Paris

Pugh, Robert L., London to Southern European Affairs

Ramsey, William Christie, Bureau of Economic and Business Affairs to Brussels

Rankin, Edward J., Copenhagen to Manila

Rankin, Haywood, Egypt to Near East and South Asian Affairs

Rankin, Riley Carr, Budget and Finance to Moscow

Ray, Troy F., Helsinki to European Affairs

Reed, Edna M., Guatemala to Bangkok

Redd, William H., Frankfurt to Pouch and Courier Operations

Redmond, Richard J., Jakarta to Foreign Service Institute

Reeves, Sidney V., Berlin to Havana

Regalo-Warren, Patricia, Tunis to Building Design and Construction Division

Regrut, Peter P., Sofia to Cairo

Reilly Jr., Edward F., Athens to Office of Communications

Renno, Sharon L., San'a to London

Repka, Florence D., Colombo to Asian Development Bank

Rice, Thomas Joseph, Jidda to Zurich

Rives, Lloyd M., Government Assignment to East Asian Affairs

Roberts Jr., Rowland E., International Organization Affairs to Geneva

Roberts, David L., Geneva to Moscow

Roberts., Ronald MacDonnell, The Hague to Bureau of Economic and Business Affairs, Investment Affairs

Robins, David Snyder, Baghdad to Office of Egyptian Affairs

Robinson, Lawrence Kerr, London to Belfast

Robinson, Linda B., Montreal to International Organization Affairs, UN Affairs

Robinson, Stanley H., Ouagadougou to Kampala

Roddy, Timothy E., London to European Affairs

Rohrer, Bradley D., Frankfurt to New Delhi

Root, Danny B., Brazil to Visa Office

Rose, Carol Lynn, Maseru to Visa Office

Rotz, Lloyd S., Kabul to Bogota

Rounds, Robert R., Athens to Lagos

Rubenstein, A. Irwin, Inter-American Affairs to Tel Aviv

Ruebensaal Jr., Clayton F., Thailand to Hamilton

Rueda Jr., Richard, Tel Aviv to Montevideo

Ruffin, Zelma N., Kinshasa to Communications Center

Rush, Constance M., Madrid to Panama

Ryan, Douglas P., Foreign Service Institute to Yokohama

Saboe, Steven A., Dhahran to Bucharest

Sampas, Dorothy M., Brussels to Bureau of Personnel, Office of Position and Pay Management

Samuel, Edward Bryan, Economic and Business Affairs to Osaka-Kobe

Samuelson, Stanley D., Ankara to Islamabad

Sanchez, Nestor D., Madrid to European Affairs

Sandberg, Robert A., Capetown to Nassau

Sandberg, Sally Anne, Capetown to Nassau

Sandlin Jr., James W., Foreign Service Institute to Bucharest

Sandman, Leonard, Bureau of Personnel, Office of Employee Relations to Manila

Sanna, Mark Anthony, Frankfurt to Kuwait

Satterfield, Earl P., Office of Communications, Programs and Engineering Division to Manila

Sattler, Martin J., European Affairs to Rome

Scerbak, Doris E., Cairo to Brussels

Scerbak, John R., Cairo to Brussels

Schaffer, Howard B., New Delhi to Near East and South Asian Affairs

Schlenker, Thomas A., Economic and Business Affairs to Manila

Schoeb, Donald R., Lima to Panama

Schorer, David W., Istanbul to European Affairs

Schultz, Patricia L., Sudan to Nairobi

Schumaker, James F., Moscow to Bureau of Politico-Military Affairs

Schuster, William E., Near East and South Asian Affairs to Amman

Schwartzbard, Richard, Manila to Office of Communications

Schwartzstein, Stuart J.D., Mogadishu to Bureau of Public Affairs, Press Office

Scott, Gerald W., Office of Refugee and Migration Affairs to Genoa

Scott, Robert L., Mexico to Nuevo Laredo

Seitz, Raymond G.H., London to Executive Secretariat

Sekiya, Mabel S., Rangoon to London

Senko, Michael James, Santo Domingo to Montevideo

Seymour Jr., Jack M., Eastern European Affairs to Bonn

Seyster, James Gary, Ethiopia to Bureau of Personnel

Shea, Timothy F., Brazil to Monrovia

Shields, Vincent M., European Affairs to Madrid

Shippy, Amelia Ellen, Zanzibar to Lisbon

Silva, Raymond E., Lahore to Ottawa

Simenson, William C., Helsinki to European Affairs

Simons Jr., Thomas W., Bucharest to London

Simpson, Robert, Spain to Lusaka

Sindelar III, H. Richard, Sinai Field Mission to Visa Office

Skowronski, Harriet P., Panama to Havana

Slavik, Pauline A., Tel Aviv to Nairobi

Smith, Jr., Richard A., Ankara to Southern European Affairs

Smith, Earl Garren, Japan to Bordeaux

Smith, Edward J., Bangkok to East Asia and Pacific Affairs

Smith, Elizabeth I., Managua to Building Design and Construction Division

Smith, George A., Athens to Bangkok

Smith, James, London to Office of Communications

Smith, James R., Managua to Building Design and Construction Division

Smith, Robert P., Accra to Monrovia

Smyser, William R., Bonn to European Affairs

Snyder III, Joseph C., Kuala Lumpur to East Asian and Pacific Affairs

Snyder, Gerald E., La Paz to Brussels

Solh, Celia M., Niamey to Berlin

Soucy, Eugene R., Hong Kong to Caracas

Southwick, E. Michael, Economic and Business Affairs to Bujumbura

Spiker, Donald R., Rabat to Bonn

Spoede II, Stuart Lee, Manila to Foreign Service Institute

Stansbury, Gary C., Manila to Bonn

Stanton Robert W., African Affairs to Nouakchott

Steen, Charles W., Vienna to European Affairs

Stegall, William R., Jordan to Manila

Stephan Jr., Ralph W., Algiers to Brussels

Stephenson, George C., Kuala Lumpur to Beijing

Stern, Thomas, Seoul to Office of Under Secretary for Security Assistance, Science and Technology

Stoddart, Jonathan D., Allied Forces, Southern Europe, to Brussels

Strathearn, Bruce D., Foreign Service Institute to Tunis

Sullivan, Joseph Gerard, Lisbon to Foreign Service Institute

Swain, Virginia Q., Ankara to Brussels

Sweigart, Dennis P., Abu Dhabi to Jidda

Swiers, Peter Bird, European Affairs to

JAKARTA—At awards ceremony are, from left: *Serge Taube*, 25 years' service; *Sara E. Shonk*, 25 years; Ambassador *Edward E. Masters*, 30 years and, at far right, *Walter Kushner*, 25 years. *Harold S. Daveler*, second from right, received a Meritorious Honor Award for his performance as supervisory general services officer.

Kuala Lumpur

Swift, Elizabeth A., Foreign Service Institute to Tehran

Szabados, Rudolph L., Chad to Nouakchott

Talcott, Gregory M., Philippines to Bureau of Intelligence and Research, Southeast Asia and Pacific

Talley, John Paul, Accra to Medical Complement

Tartter, Jean R., Pretoria to Inter-Governmental Assignment

Tatu, Francis J., International Organization Affairs to Jakarta

Taylor, Sandra Elizabeth, Kingston to International Organization Affairs

Teller, Dirck, Sao Paulo to Brasilia

Thomas, Alma Lucille, Dakar to Foreign Service Institute

Thomas, Robert D., Bonn to European Affairs

Thompson, John B., Warsaw to Foreign Service Institute

Thomsen, Samuel B., ICA to African Affairs

Thyden, James E., Operations Center to Reykjavik

Tierney, Richard J., Lusaka to Foreign Service Institute

Towell, Timothy L., Brussels to Havana

Tracey, Margaret, Finland to Pretoria

Trotter, Charles D., Prague to Foreign Service Institute

Tua, Benjamin, Moscow to Foreign Service Institute

Tucker Jr., Frank M., Managua to Monterrey

Tull, Theresa A., Cebu to Foreign Service Institute

Turner, John L., Bonn to Mexico

Tuten, James T., Nassau to Dakar

Verschuur, Jan B., Sao Paulo to Special Domestic Assignments Program

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Vik, Se Dell G., Kabul to Kinshasa

Villegoureix-Ritaud, Phyll, Casablanca to Foreign Service Career Development and Assignments

Wagner, Connie Ann, Abidjan to Vientiane

Wagner, P. James, Manila to Office of Communications

Walsh, James Donald, Office of Operations to Mexico

Ward Jr., George F., Rome to Foreign Service Institute

Ward, William E., Islamabad to Office of Communications

Warnell, Jimmie D., Seoul to Office of Communications

Warrick, James M., Ankara to European Affairs

Watkins, Richard G., Santiago to Lilongwe

Watson, Alexander F., Economic and Business Affairs to La Paz

Watson, John L., Accra to Office of Communications, Programs and Engineering Division

Weaver, Eric R., Foreign Service Institute to Abu Dhabi

Weaver, Kaarn Jayne, Hong Kong to Beijing

Weber, Daniel P., Georgetown to Izmir

Weinland, Helen, African Affairs to Lagos

Welty, Dean L., Naha to Bureau of Intelligence and Research, Northeast Asia

Wenzel, Robert H., Manila to East Asian and Pacific Affairs

Westmore, Donald B., Sapporo to Foreign Service Institute

Wetherbee, Harry L., Addis Ababa to African Affairs

White, Alfred J., Economic and Business Affairs to Rome

White, Robert W., Panama to Office of Security, Technical Services

Widenhouse, Thomas M., Vienna to Foreign Service Career Development Division

Williams, Albert N., Office of Inspector General to Barcelona

Williams, David W., Office of Operations, Supply and Transportation to Beijing

Williams, John E., Haiti to Paris

Williams, Lilliana C., African Affairs to Freetown

Williams, Sandra L., Sinai Support Mission to Port Louis

Willner, Robert T., Seoul to Bureau of Intelligence and Research, Current Intelligence

Wilson IV, Joseph Charles, Togo to African Affairs

Wilson, Edward, Kabul to Office of Communications

Wilson, Richard L., Valletta to Ontario

Windeler, Diane D., East Asian and Pacific Affairs to Manila

Wisner II, Frank G., Executive Secretariat Staff to Lusaka

Woltman Jr., Edward C., Copenhagen to Vienna

Womack, Barbara Jean, Brussels to Port-au-Prince

Wood-Thurston, Sue, Port-au-Prince to Foreign Service Institute

Wood, Peter S., Maseru to Bureau of Intelligence and Research, Current Intelligence

Woods, Ronald E., European Affairs to Madrid

Woolley, Susan M., Egypt to Near East and South Asian Affairs

Wooster, Elizabeth B., Athens to Ottawa

Workman Jr., Clarence E., Belgrade to Communications Center

Wroblewski, Mary Rose, Seoul to East Asian and Pacific Affairs

Wyman, Samuel H., Cairo to Damascus

Young, Johnny, Bridgetown to Foreign Service Career Development and Assignments

Zangrillo, Joanne T., Helsinki to Bureau of Administration

Zobell, Herbert F., San'a to Rio de Janerio

RESIGNATIONS

Aber, George, D., San'a

Antokol, Joyce Wilsie, Caracas

Asher, Steven E., Office of the Legal Adviser

Bannerman, M. Graeme, Policy Planning Staff

Boudreau, Henry C., Athens

PERSONNEL: FOREIGN SERVICE

Brown, Karen E., Bureau of Personnel, Management Office
Campbell, Edwina S., Bureau of Personnel
Castleberry, Garland Paul, Montreal
Chisek, Michael A., South African Affairs
Cooper, Laurel M., Intelligence and Research, Regional Economic Division
Crawford, Bruce D., Managua
Davis, Kathleen R., Bureau of Personnel, Management Office
Flesher, Maria Teresa, Asuncion
Fontes, Robert E., Santo Domingo
Geaneas, Zachary P., U.S. Mission to the UN
Godfrey, William A., Merida
Gubitosi, Louis D., New Delhi
Heikenen, Harry W., Hong Kong
Hinen, Dennis E., Sydney
Kelly, Elaine M., Tegucigalpa
Kenny, Kathryn K., Caracas
Kirkpatrick, Douglas A., Information Systems Office
Kling, Susan M., Office of the Legal Adviser
Lefgren, John C., Economic and Business Affairs, Office of Monetary Affairs
Lugo, Carmen M., Caracas
Maselek, Edward J., Monrovia
McFarland, Carolyn D., International Organization Affairs, UN Affairs
McManus, Christopher Paul, Medical Services
Mierzejewski, Charles D., Bonn
Newsom, Eric David, Politico-Military Affairs
Norman, Irene M., Vienna
Otter, Leonard E., Office of Communications, Programs and Engineering Division
Phelan Jr., Harry M., Geneva
Poza, Heidi, San Jose
Ramage, Mark F., Information Systems Office
Ryno, Brooks, Near East and South Asian Affairs
Schiffman, Irving I., Bremen
Schofield, Gayle, E., Tegucigalpa
Schwartz, Karen Ann, San Salvador
Sevitski, Nancy L., Information Systems Office
Stark, George W., NATO
Stibravy, William J., U.S. Mission to the UN
Stone, Ileana Z., Mexico
Sucher, Mark G., Office of Security, Evaluations Division
Taylor, Mary Marshall, Paris
Timmins, Mary Jane, Ottawa
Trevino, Conception, San Salvador
Tudor, Max R., Bureau of Administration, Office of Overseas Schools
Udall, Elma, London
Wald, Royal J., Warsaw
Weedon, Madeleine F., Office of Egyptian Affairs
Winter, Elaine C., Ankara

RETIREMENTS

Bay, Anna R., Nairobi
Beal, Williams, La Paz
Bennett, Margaret J., Inter-American Affairs
Brenner, Marvin E., African Affairs
Burgess, Robert K., Consular Affairs
Clemons Jr., James C., Office of Communications, Communication Security Division
Cohn, Arnold A., Office of Operations, Language Services Division
Collins, Betty J., Guadalajara
Cooney, Margaret M., Kinshasa
Culley, Harriet P., Bureau of Public Affairs, Editorial Division
Drews, Marion J., Athens
Dugan, John H., Bureau of Administration, Office of Security
Dupre, Lawrence J., Bureau of Administration, Office of Operations
Dux, Michael J., Dusseldorf
Etherton, Elizabeth F., Tokyo
George, Dorothy M., Copenhagen
Gilmore, John G., Zurich
Guilbert, Frances S., Office of the Secretary
Holda, William J., Office of Security, Foreign Operations
Jacobsen, Anna M., Soviet Affairs
Jereczek, Lucille A., Sofia
Krause, Mildred, Bonn
Leonhart, William, Office of the Director General
Mercurio, John A., Office of the Inspector General
Muller, George F., Office of the Under Secretary for Security Assistance, Science and Technology
Mulligan, Mary Anne, Medical Complement
Murphy, Mary Ellen, European Affairs
Olsen, Gerald R., Caracas
Skoda, Charles T., Management Operations
Taylor, Wilma Pauline, Pretoria
Titus, Ross P., Politico-Military Affairs
Walsh, Thomas E., European Affairs
Weitzel, Richard F., Nairobi
Welch, Mary M., Panama
Welsand, Rita J., Medical Services
Wilkowski, Jean M., Office of the Coordinator, UN Conference on Science and Technology for Development
Williams, Mary F., Foreign Service Institute
Young, James J., Lagos

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Q and A on overseas assignments and excursion tours

Interest is growing in the overseas assignment and excursion tour opportunities announced earlier by the Department.[*] *General questions and answers about the program may help to clarify some points:*

Q—What is the purpose of the program?

A—It is designed to fill positions for which officers having the functional skills are not available. While not intended specifically to be an upward mobility program, it offers the employee a break from his or her regular field, and the opportunity to experience a different professional environment.

Q—What's the difference between an overseas assignment and an excursion tour?

A—Under the overseas assignment program, Civil Service employees may be assigned only to positions abroad. A GS employee wanting to change jobs within the Department may compete for the position under established Civil Service procedures. Foreign Service employees may be assigned to both domestic and overseas positions on an excursion tour.

Q—What does the panel look for in an applicant when deciding rank order?

A—Potential, mainly. The panel members review the candidates' applications and official performance files to form a picture of the person's suitability for the function for which he or she is applying. In addition to evidence in the reports that the assigned duties are being performed in an outstanding manner, any indication that the applicant is willing and eager to take on additional responsibilities is a factor which raises a person's standing in the eyes of the panel. Good relevant experience in previous jobs and directly related education and training obviously help.

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[*] See State 012598 (1/79), State 150140 (6/79), and Department Notices dated 2/12/79, 4/3/79 and 6/20/79.

Q—Should I ask to be ranked on several functional registers?

A—Be honest with yourself. Are you willing to accept a position in the field for which you are applying? If not, confine your bids to those areas which really interest you. If you refuse an offer of assignment for reasons not convincing to the assignments panel, your name will be removed from all registers for the current year, and the chance at the job you wanted will be lost.

Q—What can I do to achieve a competitive standing on the register?

A—Impeccable OERs do 90% of the job for you. Your sincere indication in your application that you are enthusiastic about tackling a new job at ANY post will cover another 5%. Some knowledge of a language, or the ability to learn one, is the final boost. Many applicants give self-appraised language scores, but a rating from the Foreign Service Institute is better. Why not make an appointment to take the institute test when you are next on home leave? Also, the modern language aptitude test (MLAT) is given almost daily at the institute, and it is recommended that applicants be tested when that can be arranged. (The lack of an MLAT score is not a negative factor.)

Q—Do I have a choice of assignment?

A—The perfect candidate can and will go anywhere. Fortunately, at least 93.6% of the Department's employees are real people, therefore imperfect. They have likes and dislikes, schooling or housing needs, etc. Preferences should be stated in the application, and an effort will be made to take account of them. Once an assignment is offered, however, your choice is to accept or decline.

Q—May Foreign Service employees ask to have their present tours of duty curtailed in order to apply for an excursion tour?

A—That reason alone would be unacceptable to the assignments panel, and the request would be denied.

Q—I am a GS employee. Will my office release me to accept an overseas assignment?

A—Most supervisors and office directors recognize the benefit to be derived from domestic employees who have had professional experience abroad, and are willing to make adjustments in the office. However, it is not mandatory that the employee be released. On the other hand, a good candidate who cannot be released at one time for a particular job will be considered for other opportunities that may arise later.

Q—How is it determined which positions will be filled by overseas assignment/excursion tour candidates?

A—Every effort is made to fill a position with an officer having the necessary background and experience. When it becomes apparent that qualified officers may not be available to fill a particular job, the functional registers of both GS and FS applicants are reviewed for a suitable candidate. For this reason, it is not possible to determine in advance the number or location of excursion possibilities.

Q—When will I hear something, after I've been notified my name is on the register?

A—Your career development officer (FS) or personnel officer (GS) will be aware of any plans to offer you an overseas assignment/excursion tour. The majority of assignments for summer 1980 will be made by March.

Q—What happens when I complete the tour?

A—Civil Service employees are expected to return to the Department in a position similar to the one they left; FS employees may request assignment to their primary functional area; both may apply for a second excursion tour.

Q—What's in it for me?

A—An overseas assignment/excursion tour offers a chance to broaden one's horizon, both personal and professional, and to learn new skills. One should accept that opportunity at face value. There are established procedures for changing skill codes. One should be aware, however, that there is no guarantee that there will be a "need" in the functional field of one's choice when one has established eligibility. Several functional fields have traditionally been oversubscribed; mid-level promotion opportunities are minimal in others. Employees have used the overseas assignment/excursion tour as a route to a permanent career change. That's fine, but one should realize that as more employees fulfill the skill code change requirements, and are approved for conversion, the chance that everyone's request can be satisfied will be reduced.

Q—How many persons have been involved in the program?

A—During the six-month period beginning last January, 41 assignments were made from the registers of Civil Service and Foreign Service applicants for calendar year 1979. 134 applications were received for CY-80. Offers are now being made for some positions in CY-1980, but it is not yet known how many opportunities will become available for candidates under this program. ■

Part-time job opportunity

The American Foreign Service Association needs an administrator for its scholarship program operated with the Association of American Foreign Service Women. This is a paid, part-time position. The association would welcome inquiries from those interested. Qualifications include financial aid experience, office skills and Foreign Service background. Telephone 338-4045, or write to 2101 E Street N.W., Washington, D.C. 20037. ■

AWARDS FOR LENGTH OF SERVICE *

—This is a list of employees who have completed the eligibility requirements for receipt of length-of-service awards. Actual presentation may be at a later date.

EAST ASIAN AND PACIFIC AFFAIRS

Josiah W. Bennett (35)
Robert W. Skiff (35)
Robert E. Park (30)
Ida Elizabeth Boyd (25)
William A. Brown (25)
Colette T. Dickey (25)
Lawrence H. Williams (25)
Aubrey D. Decker (20)
Kenneth Ferguson (20)
Lloyd E. Martin (20)
John F. McPoland (20)
John D. Moller (20)
Irwin B. Newman (20)
Robert W. Wood (20)
Charles Smith Jr. (10)
Joseph Snyder III (10)
Dennis R. Thatcher (10)

EUROPEAN AFFAIRS

Donald M. Welch (35)
Katherine E. Barry (30)
J. Donald Griffin (25)
Patricia M.C. Mallon (25)
Mildred E. Rodstrom (25)
Peter Semler (25)
Grace J. Teir (25)
David K. Edminister (20)
Robert M. Lowry (20)
Michael Wade Beckner (10)
Patrick M. Folan (10)
Joan E. Garner (10)
Karla Ann Gebert (10)
Mark J. Platt (10)

INTELLIGENCE AND RESEARCH

Lucie Kornei (35)
Ruth Rodier (35)
Zelpha H. Smith (35)
Richard D. Nethercut (30)
Robert A. Cooper Jr. (25)
William P. Deary (25)
William F. Finn (20)
Philip H. Stoddard (20)
Jeffrey R. Siegel (10)

NEAR EASTERN AND SOUTH ASIAN AFFAIRS

Roy C. Nelson (35)
Lawrence J. Kennon (30)
Henry Precht (25)
Howard J. Judd (20)
Allen R. Largent (20)
Frank R. Newland (20)
J. Brayton Redecker (20)

COLOMBO, Sri Lanka—Ambassador *W. Howard Wriggins*, right, presents 20-year length of service award to *Leslie J. Munroe*, administrative officer.

Dorothy Ella Smith (20)
Shirley M. Walter (20)

Barbara A. Johnson (20)
Gary D. Devight (10)
Robert L. Graninger (10)
Bruce D. Johnson (10)

MEDICAL SERVICES

David H. Bachhuber, M.D. (20) ■

BUREAU NOTES

Secretary's Office

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, briefed Mayor ERNEST MORIAL and other local officials, in New Orleans, November 19, in preparation for a New Orleans trade mission to West Africa. He addressed the annual convention of the National League of Cities, in Las Vegas, and participated in individual sessions of the conference, November 26–28. Ambassador Carter attended the conference on U.S. foreign policy in Africa, in Detroit, December 13. Deputy coordinator DAVID SHINN spoke to participants of the national foreign policy conference for presidential interns, in Washington, November 15. He met with the following state and local organizations, December 5–18, concerning the establishment of Pearson jobs: the mayor's office in Anchorage; the Metropolitan Service District in Portland; the Pacific Northwest Innovation Group in Vancouver; the city manager's office in Santa Fe Springs, Calif.; the governor's office in Denver; the city manager's office in Fort Collins, Colo.; the University of Kansas, in Lawrence; and the state Department of Economic Development and the state Division of Mental Retardation, in Little Rock. LINDA DUNN, from Geneva, and ANITA MUELLER, from the Policy Planning Staff, have joined the Secretariat Staff.

Administration

OFFICE OF COMMUNICATIONS

UNA THOMAS has retired from the Communications Center after approximately 35 years of Government service. Recent arrivals in the center are RITA PERUZZI, from Security; BRENDA NESBITT, from the Foreign Affairs Document and Reference Center; and ALAN McCURRY, from Medical Services. Recent departures are those of MILT COCHRAN, assigned to Asuncion, and WILLIAM LeBRANE, assigned to Muscat. A new employee is DANNY M. HARRIS, a communications electronics officer, assigned to the Maintenance Section. Mr. Harris is from the Walter Reed Medical Center. TOM McCAY, regional communications programs officer in Karachi, was in the Department for two days' consultation.

African Affairs

The director of inter-African affairs, ROBERT G. HOUDEK, attended the Department's conference on Africa, in Detroit, December 13. He was a member of the panel on U.S. strategic interests in Africa. CARL C. CUNDIFF, director of the Economic Policy Staff, accompanied Assistant Secretary RICHARD MOOSE to Detroit, to attend the conference on U.S. foreign policy in Africa, December 13.

Assistant secretary RICHARD M. MOOSE and deputy assistant secretary LANNON WALKER spoke recently at the annual meeting of the African Studies Association, in Los Angeles. Mr. Moose also participated in a Ditchley Foundation conference on southern Africa, in Oxfordshire, United Kingdom, and held informal discussions, together with Mr. Walker, with leaders of the World Jewish Congress, in New York. On December 13, Mr. Moose, deputy assistant secretary ROBERT V. KEELEY and ROBERT G. HOUDEK, director of the Office of Inter-African Affairs, were principal speakers at the Department-sponsored conference on U.S. foreign policy in Africa, which drew about 1,750 members from 39 cooperating local groups to the Detroit Plaza hotel. Also participating were Ambassador DONALD F. McHENRY, AID administrator DOUGLAS BENNET JR., AID assistant administrator GOLER T. BUTCHER, Export-Import Bank vice chairman H. K. ALLEN, Ambassador DONALD B. EASUM, and Ambassador-at-large W. BEVERLY CARTER JR. Detroit Mayor COLEMAN A. YOUNG and Lt. Gov. JAMES H. BRICKLEY also spoke; the presiding officer was G. MENNEN WILLIAMS, former governor and assistant secretary of state for Africa. GORDON R. BEYER, director of eastern African affairs, was interviewed by National Public Radio, in Iowa, on Somalian refugees. Deputy assistant secretary ROBERT V. KEELEY participated as a panel member in a workshop on southern Africa, for Presidential management interns. Later, Mr. Keeley addressed students at George Mason University on U.S. foreign policy in Africa. On December 6, Mr. Keeley addressed the Chicago Council on Foreign Relations on "Emerging Africa in the 1980s." JENNIFER WARD, deputy director of inter-African affairs, addressed a symposium on

OFFICE OF COMMUNICATIONS—Deputy assistant secretary *Stuart E. Branch* congratulates *Hector Cornejo*, Foreign Service national employee at the embassy in Mexico City, for completing a seven-week telephone maintenance course in Dublin, O.

OUAGADOUGOU—The president of the Upper Voltan National Assembly, *Gerard Ouedraogo*, far right, with wife and deputy assistant secretary *Lannon Walker*, left, enter reception at residence of Ambassador *Thomas D. Boyatt*, second from left.

"Developing an African Diplomacy" at North Carolina Central University. Mr. Walker completed a December 2–19 speaking tour of western and central African nations on behalf of ICA. Mr. Walker addressed a number of select Francophone African audiences on such topics as economic development, the U.S. political system and American foreign policy.

Arms Control and Disarmament Agency

Director GEORGE M. SEIGNIOUS II, at a December 6 ceremony, presented honor awards to 16 individuals who made major contributions to the successful conclusion of the SALT II negotiations. The agency's highest award, the Distinguished Honor Award, was presented to PAUL C. WARNKE and RALPH EARLE II. Mr. Warnke served as agency director and principal SALT negotiator for nearly two years. Mr. Earle served in senior positions on the SALT delegation, including eight months as delegation chairman. The Superior Honor Award went to agency deputy director SPURGEON M. KEENY JR., general counsel THOMAS GRAHAM JR., executive secretary NORMAN G. CLYNE and JAMES P. TIMBIE, head of the Strategic Affairs Division. Recipients of Meritorious Honor Awards were VICTOR E. ALESSI, Commander THOMAS J. BARNETT, JOHN KWIATKOWSKI, MARY LeCLERE, Colonel JOEL McKEAN, JOHN H. McNEILL, MARK RAMEE, KATHLEEN STRANG, ALICE M. TARNOWSKI and DAVID S. WOLLAN. Mr. Seignious earlier presented the agency's Superior Honor Award to assistant director JOHN NEWHOUSE, who left Government service December 1 to return to the writing profession. Mr. Newhouse joined the agency as counselor in October 1973, shortly after publication of "Cold Dawn: The Story of SALT," his history of the SALT I negotiations. In 1977, Mr. Newhouse received a presidential appointment as assistant director and head of the International Security Programs Bureau. In a ceremony December 18, Mr. Seignious presented a Superior Honor Award to assistant director BARRY M. BLECHMAN, head of the Weapons Evaluation and Control Bureau, who resigned effective December 31. Mr. Blechman also served as the first chief of the agency's Policy Planning and Coordinating Staff, created last year by Mr. Seignious. Before joining the agency in 1977, Mr. Blechman spent six years as a senior fellow at the Brookings Institution. He will be associated with the Carnegie Endowment on International Peace, where he will be writing on defense issues.

Deputy director DAVID M. CLINARD will be acting director of the International Security Programs Bureau, and JAMES MONTGOMERY of the Weapons Evaluation and Control Bureau, until successors to Mr. Newhouse and Mr. Blechman have been named by the President. Mr. Seignious issued a certificate of appreciation to KATHERINE GLAZER for her long and dedicated service to the agency from June 1961 to November 1979, during which time she served with numerous delegations to international conferences and negotiations. McGEORGE BUNDY, chairman of the general advisory committee on arms control and disarmament, has named THOMAS W. SCOVILLE as executive director, replacing WILLIAM E. JACKSON JR. Mr. Scoville, who has a master's degree from the University of London and a doctorate from the Massachusetts Institute of Technology, has served as special assistant in the Office of the Director since July 1977.

Mr. Seignious has selected ALBERT C. PIERCE to replace Mr. Scoville as special assistant. Before joining the agency in 1978, Dr. Pierce served as research associate and special assistant to the president of the University of Massachusetts. Holder of a doctorate in political science from Tufts University, Dr. Pierce was affiliated for three years with Cambridge Survey Research, and with the John F. Kennedy Library. Mr. Seignious has established a new Safeguards Division in the Non-Proliferation Bureau, to be headed temporarily by deputy assistant director ROBERT G. ROCHLIN. The new division was established in recognition of the major importance of the agency's nuclear safeguards program in support of the International Atomic Energy Agency, and the safeguards aspects of nuclear fuel cycles, facilities, equipment and materials.

PRISCILLA STOWE has transferred to the Department, where she will be a specialist in Chinese economic analysis in the Bureau of Intelligence and Research. A graduate of Wellesley College with proficiency in Chinese, Ms. Stowe received a master's degree last year from George Washington University. WILLIAM D. BAJUSZ left the agency after two years to return to the BDM Corp. of McLean, Va., where he will be manager of foreign support systems.

Consular Affairs

On November 20, Assistant Secretary BARBARA M. WATSON led a delegation from the Department to Houston, for the opening of the first consulate general of the People's Republic of China. Miss Watson, who had returned from China a few days before the ceremony, noted at the gathering that she was encouraged by the progress recently made in the negotiations for a bilateral consular convention between our two nations. The opening of the consulate general in Houston, as well as our consulate in Guangzhou, are tangible signs of the rapid progress of normalization, she said. In addition to Miss Watson, the delegation from Washington included deputy assistant secretary ROGER SULLIVAN, from the Bureau of East Asian and Pacific Affairs; CHARLES FREEMAN, director of People's Republic of China and Mongolian affairs; and PETER K. MURPHY, special assistant to Miss Watson. Following the ceremonies, Miss Watson and Mr. Murphy toured the Houston Passport Agency. On December 13 Miss Watson was the U.S. Government

Correction

The November NEWSLETTER contained a photograph and caption reporting that "the oldest consulate in South America, in operation since 1808, resumes issuing non-immigrant visas." The post was identified as El Salvador. This was incorrect. The post is Salvador, in Bahia, Brazil.

representative for the opening of the Chinese consulate general in San Francisco. She also attended the San Francisco Chamber of Commerce luncheon, held in honor of the Chinese ambassador. Deputy assistant secretary for passport services NORBERT J. KRIEG accompanied Miss Watson to the ceremonies. Miss Watson and Mr. Krieg also toured the San Francisco Passport Agency. Prior to his arrival in San Francisco, Mr. Krieg was in Los Angeles, meeting with passport agent-in-charge GENE BURKE and observing passport operations there. Miss Watson addressed the Women's Political Association in Dublin, December 1, and then traveled to London to meet with consular officials at the embassy and tour operations there.

Deputy assistant secretary HUME HORAN attended the November 1 meeting of travel writers from the German Democratic Republic, at the Washington Hilton. Mr. Horan, along with CORNELIUS SCULLY of the Visa Office, addressed the Asian American Conference in New York, December 1. In their talk they reviewed U.S. consular issues in east Asia, and other issues of concern to the Asian American community. On November 14 Mr. Horan addressed the Caribbean chiefs-of-mission conference, in the Department. FRANCIS G. RANDO of the Office of Overseas Citizen Services and HORACE SHAMWELL of the Legal Adviser's Office met with a British delegation in Washington to negotiate the third round of a consular convention between the United States and the United Kingdom.

LONDON—*Lana Chumley*, nonimmigrant visa mail unit officer, sifts through day's first mail batch. Embassy here describes this as "the busiest consular section in the world."

On November 19th, at the invitation of the president of the Chevy Chase Women's Club, PETER K. MURPHY addressed a large group of area residents on "Your American Consul." The address, directed towards an audience of prospective American tourists abroad, stressed the services provided by consular sections overseas. From December 10–15 a consular assistance team visited the Consulate General in Zurich, as well as the embassy in Bern, Switzerland. During the visit the team provided the posts with professional advice on space utilization and reorganization of the workflow within the consular sections. The team was comprised of STANLEY CARPENTER, team leader; PETER K. MURPHY of the bureau; MARSHA BARNES of the Deputy Secretary's office; FIORE DI PAOLO of the Office of Foreign Buildings and NORMAN BETAQUE, management consultant. The team was joined in Switzerland by the regional security officer from Geneva, M.A. HANAHAN, and the administrative officer from Embassy Bern, DANIEL THAL.

VIRGINIA CARROLL, after 35 years of service in the Department, retired on December 14. She served in various capacities in the Passport Office and, recently, as acting chief of the European and Canadian Division of the Office of Citizen Consular Services. The Miami passport agency was one of 36 federal agencies that participated in a day-long seminar, in November, under the sponsorship of the Greater Miami Federal Executive Board: Federal Women's Council. The "A-Fair" was held to provide information on career opportunities, women in business, women's legal rights, assertiveness, passport information for the traveling woman, etc. Representing the passport agency were CHRISTINE DUBARD, NELLIE BACON and DOROTHY MORGAN. The New York Passport Agency supplied and manned one of the most popular information booths at the New York Travel and Vacation Show during the third week of November, in New York. Agency personnel SOPHIA SASTICH and ROSE PERROTTE staffed the booth. BERNARD FENNELL, the bureau's press officer, spoke November 19 at the University of Nebraska to graduate students in the School of Public Administration. Mr. Fennell discussed federal careers as consular officers.

East Asian and Pacific Affairs

During the week of October 22, Assistant Secretary RICHARD HOLBROOKE attended the Association of Southeast Asian Nations chiefs-of-mission conference in Manila, the Williamsburg conference in Baguio, and consulted with government officials in Kuala Lumpur and Singapore. Mr. Holbrooke also accompanied SECRETARY VANCE to New York to attend the UN pledging conference on aid to Cambodia, and accompanied Mrs. ROSALYNN CARTER to Bangkok, November 5, to observe the refugee situation. October 8–November 13, deputy assistant secretary ERLAND H. HEGINBOTHAM addressed conference members of the Evergreen State University Foundation, in Olympia, Wash.; represented the Department at the Asian-Pacific Council of American Chambers of Commerce meeting, in Seoul; addressed members of the Japan Society on "International Economic Policy," in Boston; attended a seminar of the Association of Southeast Asian Nations, in Los Angeles and Washington, D.C.; accompanied Under Secretary RICHARD N. COOPER to Seoul, to participate in U.S.-Korean bilateral economic talks; and addressed the Institute for U.S.-Japan Relations, in San Francisco.

ANTHONY ALBRECHT, director of the Office of Economic Policy, addressed the U.S.-Japan economic journalists' conference on economic stabilization policies in less developed countries, at the Brookings Institution, October 25–26. He gave an overview on U.S. policy in Asia to Asian trade unionists attending the AFL-CIO convention in Washington, November 13. He also addressed the Asian-American Conference in New York, December 1. WALTER LUNDY, deputy director of the Office of Economic Policy, attended the Colombo Plan senior officials meeting, in Sri Lanka, December 4–7. JOHN GREGORY, economic officer, participated in the annual meeting of the Asia-Pacific Council of American Chambers of Commerce, and consulted with the U.S.-Japan trade facilitation committee staff in Tokyo, October 17–26. On October 22, DONN HEANEY, economic officer, attended the annual foreign trade council conference in New York. ANDREW OSTERMAN, economic officer, attended the Massachusetts Institute of Technology conference on technology, innovation and industrial development,

EAST ASIAN AND PACIFIC AFFAIRS —Assistant Secretary *Richard Holbrooke* accepts a cedar box containing a peace gourd—a Japanese symbol for international peace—from *Kazuhiko Minamiyana*, director of the All Japan Gourd Association. At right is *Yoshio Karita*, counselor for information at the Japanese embassy.

and the Harvard U.S.-Japan trade study group meeting, October 16–18, in Boston.

CHAS FREEMAN, director of the Office of the People's Republic of China and Mongolian Affairs, spoke at the Pittsburgh World Affairs Council, November 17. He also spoke in Reston, November 29, to the Commerce Department's banking symposium, and addressed the National Council for U.S.-China Trade conference. November 12–13, RUTH GOLDBERG, international economist, briefed a National Council for U.S.-China Trade petroleum committee delegation and, in New York, the American section of the World Zionist Organization. She also headed the U.S. delegation to a NATO economic advisers meeting, in Brussels, December 6–7. DARRYL JOHNSON addressed the Foreign Service Institute's People's Republic of China course, November 16. On December 4 he spoke to groups of students from William and Mary and Georgetown Universities. SCOTT HALLFORD spoke on Sino-U.S. relations at a Brookings Institution conference for senior business executives, December 6. Desk officer THOMAS BIDDICK returned to the office, December 5, after three months' temporary duty at the new consulate general in Guangzhou. November 16, BOB RICH, director of Korean affairs, briefed members of the Asian-American advisory council at the Democratic National Committee on recent developments in the Republic of Korea. BLAINE PORTER, economics officer in the Office of Korean Affairs, was at the UN through mid-December, helping to coordinate East Asian matters at the General Assembly session. The coordinator for refugee affairs, JACK FRIEDMAN, visited southeast Asia, October 21–November 10, to attend the regional refugee seminar in Kuala Lumpur, and the refugee sessions of the consular conference in Singapore. While in the area, he consulted with posts and with local officials and observed refugee operations in Indonesia, Singapore, Thailand, the Philippines, Hong Kong and Macau.

ALAN ROMBERG, country director for Japan, participated in the Japan-U.S. planning talks in Shimoda, November 5–6. JAMES McNAUGHTON traveled to Japan in October in connection with the Secretary of Defense's visit to Tokyo. New arrivals in the bureau include GERALD SUTTON, deputy director for Japan, who previously served as political counselor in Quito; MARGARET TOM, from Hong Kong; DAVID ROBERTS, LISA BAILEY and NOVELLA BROWN. Ambassador RICHARD MURPHY was in the Department for consultation and returned to Manila November 20. Others here on consultation include Tokyo's deputy chief of mission, WILLIAM SHERMAN, and economic counselor WILLIAM PIEZ; Manila's economic counselor, EDSON W. KEMPE, who also participated in the annual World Bank consultative group meetings on the Philippines, and counselor for administrative affairs PAUL SADLER, from Seoul.

Economic and Business Affairs

Assistant Secretary JULIUS L. KATZ traveled to Paris, December 2–4, to attend an International Energy Agency governing board meeting. He returned to Paris, December 8–10, with Secretary of Energy CHARLES DUNCAN to attend the agency's ministerial meeting. On November 12 and 13, MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, visited Albuquerque, Phoenix and Tucson to give speeches on international energy policy, under the auspices of the Council on Foreign Relations. He also was interviewed by the local press, radio and television in these cities. From there Mr. Calingaert traveled to Paris, to attend a meeting of the governing board of the International Energy Agency.

He returned to Paris, November 30, for further meetings, concerned with preparations for the agency's ministerial-level meeting in December.

JOHN FERRITER, director, Office of International Commodities, headed the U.S. delegation to the Geneva meetings of the UN Conference on Trade and Development interim committee of the common fund conference, December 3–14. This third meeting of the interim committee had been preceded by a coordinating meeting by the Organization for Economic Cooperation and Development ad hoc committee on the common fund, which Mr. Ferriter chaired, in Paris, November 14–16. Mr. Ferriter was accompanied by MARK LORE from the Commodity Policy Division. The office's deputy director, GORDON BROWN, attended the 38th plenary meeting of the Intergovernmental Cotton Advisory Committee, in Bogota, November 5–9. The U.S. delegation to a UN Conference on Trade and Development, aimed at establishing an international cocoa agreement, was headed by DAVID BURNS, chief of the Tropical Products Division. The conference, in Geneva, November 19–30, was also attended by DAVID ROSS of the Tropical Products Division. Mr. Ross attended the UN Conference on Trade and Development's second intergovernmental group of experts on tea, and the second preparatory meeting on tea, both in Geneva, December 3–14.

MARSHALL ADAIR of the Tropical Products Division attended the International Sugar Organization council meeting in London, November 12–20. RONNIE D. WOODY of the Industrial and Strategic Materials Division attended a meeting of the economic and price review panel of the International Tin Council, as alternate representative, December 10–13, in London. The director of the Office of Food Policy and Programs, DONALD F. HART, was in London, November 26–30, as alternate U.S. representative to the 89th session of the International Wheat Council, and as U.S. representative to the 34th session of the Food Aid Committee. The latter meeting was chaired by EDMUND M. PARSONS, chief of the Food Programs Division, and was highlighted by unanimous agreement to the earlier U.S. proposal to convene a special negotiating session to conclude the text of a new food aid convention. Prior to the London meeting, Mr. Hart attended a meeting of wheat exporters in Buenos Aires. At the biennial conference of the Food and Agriculture Organization, in Rome, November 10–29, DANE F. SMITH, chief of the Food Policy Division, was a member of the U.S. delegation chaired by Secretary of Agriculture BOB BERGLAND.

JOHN L. PITTS, Food Programs Division, was the lead-off speaker at a public forum in Worthington, Minn., November 16. While the theme of the program was "Trade and U.S. Agriculture: Opportunity and Moral Responsibility," much of the discussion centered on the concept of "a bushel of U.S. wheat for a barrel of OPEC oil." RUTH H. PHILLIPS, deputy assistant secretary for commercial and telecommunications affairs, attended the Latin American economic/commercial officers conference, in Mexico City, November 12–16. She was accompanied by ALBERT L. ZUCCA, director, Office of Commercial Affairs, who co-chaired the conference, and JAMES D. LEE of the Office of Commercial Affairs. In a presentation to the conference, Mrs. Phillips gave a briefing on the current outlook for the U.S. economy. Conferees also discussed regional economic issues, multinational trade negotiations, and recent developments in trade promotion, particularly the administration's trade reorganization proposals. Mrs. Phillips visited New York, December 2–5, for discussions with AT&T and ITT on the outlook for exports of their communications products and an exchange of views on current telecommunications issues. Substituting for Mr. Katz, who was in Paris at the time, Mrs. Phillips represented the Department at a meeting on November 19 of the Virginia Leadership Conference arranged, by LIEUTENANT GOVERNOR ROBB in Williamsburg, with some 150 Virginia businessmen, to discuss export opportunities as a result of the multinational trade negotiations and other export legislation.

The Department was represented at the November 25–26 meeting in San Francisco of the subcommittee on export promotion of the President's Export Council by ALBERT L. ZUCCA, director, Office of Commercial Affairs. The corporate service program of the Chicago Council on Foreign Relations held a meeting in Chicago, November 29, where WILLIAM A. ROOT, Director, Office of East-West Trade, was a featured speaker. Mr. Root spoke on the Export Administration Act, distinctions with respect to the old legislation, and some reflections on the impact of the act on business. HENRY L. CLARKE, deputy director of the Office of East-West Trade, served on the delegation to the Economic Commission for Europe trade committee meeting, in Geneva, December 3–7.

The fall session of the coordinating committee list review negotiations continued in Paris as BRIAN R. FURNESS, Office of East-West Trade, participated, October 23–December 1. Upon Mr. Furness' return, RONALD K. KIRKPATRICK joined the U.S. delegation in Paris, December 1–15, for the conclusion of the negotiations. RICHARD W. MUELLER, Office of East-West Trade, addressed the National War College in Washington, and the American Arbitration Association in New York, on U.S. trade relations with Communist countries, and on the recently signed U.S.-China trade agreement. The chief of the Textiles Division, DONALD F. McCONVILLE, was the Department's representative at the General Agreement on Tariffs and Trade textiles committee meeting in Geneva, December 11, and for consultations with Hong Kong, in London, December 13–15.

RICHARD KAUZLARICH, deputy director of the Office of Investment Affairs, attended meetings in Paris of working groups of the Organization for Economic Cooperation and Development committee on international investment and multinational enterprises. The working group on activities in other international fora met, December 3–5, to discuss issues concerning negotiations in January on a UN code of conduct relating to transnational corporations. The working group on international investment issues met, December 6–7, on national treatment issues and the medium-term work program on incentives and disincentives. WILLIAM BREW, deputy director of the Office of Business Practices, headed the U.S. delegation to the UN Conference on Trade and Development negotiating on a code of conduct for the transfer of technology, in Geneva, October 29–November 16. Also in the Office of Business Practices, DANA M. MARSHALL traveled to Paris to attend a two-day meeting of Organization for Economic Cooperation and Development north-south economic issues group, then on to Vienna where he took part in the first special session of the UN Industrial Development Organization's Industrial Development Board which met November 12–16. From Vienna, he traveled to Geneva, to take part in the first diplomatic negotiating conference, which met, November 19–December 8, to consider a draft set of principles and rules to control restrictive business practices. New employees in the bureau include ELAINE SWENSON, in the Office of Fuels and Energy; TERRY PELON and LAVERNE WHITE, Office of Maritime Affairs; and HELENA WOODS, Aviation Programs and Policy Division.

European Affairs

On December 10, Assistant Secretary GEORGE S. VEST traveled to West Berlin on behalf of SECRETARY VANCE, to address the Berlin Press Association on security issues. Mr. Vest also attended the NATO ministerial meeting, in Brussels, on December 13–14. Deputy assistant secretary ROBERT L. BARRY visited Warsaw, Poznan, Krakow, Sofia, Budapest and Moscow, November 5–18, for consultations and discussions with host government officials.

Ambassador KINGMAN BREWSTER, London, was in Washington December 12–18, for the visit of British Prime Minister MARGARET THATCHER. Ambassador LAWRENCE S. EAGLEBURGER, Yugoslavia, was in the United States, November 23–December 8, on consultations. On November 27, he addressed the U.S.-Yugoslavia Economic Council's sixth annual briefing session, in New York; and on December 4 he spoke before the Council on Foreign Relations, in New York. Ambassador FRANCIS J. MEEHAN, Czechoslovakia, was in the Department for consultations, November 1–8. Ambassador ROZANNE L. RIDGWAY, Finland, was in the Department for consultations, December 10–14. Ambassador WILLIAM E. SCHAUFELE JR., Poland, addressed the Polish Highlanders Association, in Chicago, October 14, following service on a promotion panel and consultations in Washington. Ambassador TERENCE A. TODMAN, Spain, was in the Department, December 3–14, to participate on a personnel panel and for consultations.

The Organization for Economic Cooperation and Development (OECD) secretary general, EMILE VAN LENNEP, visited Washington, December 3–6, for meetings with senior U.S. officials. He was accompanied on his calls by Ambassador HERBERT

SALZMAN, permanent U.S. representative to the organization. He met with Labor Secretary ROY MARSHALL, Energy Secretary CHARLES DUNCAN, Council of Economic Advisers chairman CHARLES SCHULTZE, and various officials in the White House and Department. Among the topics he discussed were energy, macroeconomic developments, positive adjustment, and preparations for the 1980 ministerial meeting and economic summit to be held in Venice. Deputy chief of mission DENIS LAMB.European Community, was in Washington to attend semiannual consultations, November 19–20. PAUL L. LAASE, deputy director, Office of OECD, European Community and Atlantic Political-Economic Affairs, was a member of the U.S. delegation to the November 19–20 high level meeting of the OECD Development Assistance Committee, in Paris.

KRAKOW, Poland—In historic Market Square (on UNESCO's list of 12 national monuments that are part of the world's cultural heritage), are, from left, U.S. syndicated columnist *Michael Novak*, public affairs officer *Cornelius C. Walsh*, principal officer *Carl A. Bastiani*, and *Hieronim Kubiak*, director, Polonia Research Institute. The U.S. consulate is just off this square, in a 16th-century building.

CARL W. SCHMIDT, director, Office of Eastern European Affairs, participated in the semiannual NATO experts meeting on the Soviet Union and eastern Europe, in Brussels, October 16–19, and then visited Prague, Bucharest and Belgrade for consultations, October 22–26. WILLIAM E. PRIMOSCH, economic officer, traveled to Budapest, Warsaw and Sofia, to consult with our embassies and meet with local trade and economic officials. VICTOR S. GRAY JR., Polish desk officer, spent the week of October 29 in the Milwaukee area, lecturing at universities as a return scholar-diplomat, and speaking to the public on U.S.-Polish relations. CAROLINE WIZNITZER, formerly of the Office of Security, joined the Office of Eastern European Affairs, October 29.

WILLIAM T. SHINN JR., director, Office of Soviet Union Affairs, traveled to Moscow, Leningrad, Kiev, and Warsaw, for consultations, November 26–December 8. SHERROD McCALL, deputy director, traveled to Montgomery, Ala., December 11, to speak at Alabama State Unversity on U.S.-Soviet relations. GARY L. MATTHEWS, officer-in-charge, multilateral political relations, spoke on SALT and U.S.-Soviet relations at the University of the South, Sewanee, Tenn., November 26. Professor BARCLAY WARD, former Foreign Service officer, is with the University's Political Science Department and hosted Mr. Matthews' visit. On November 29 Mr. Matthews traveled to New York to participate in a Council on Foreign Relations study group. MARK R. PARRIS, multilateral political affairs officer, spoke on SALT and U.S.-Soviet relations, in Minneapolis and Kansas, December 12–13. ROBERT W. FARRAND, officer-in-charge, bilateral relations, was in Spokane, December 3–4, for speaking engagements on SALT II at Gonzaga University and Whitman College. Mr. Farrand was also interviewed on local TV about the crisis in Iran, as well as SALT II. SANDRA J. GUST of the Exchange Section spoke, November 26, at the University of the District of Columbia on SALT II and U.S.-Soviet relations. SIDNEY FRIEDLAND, environmental officer, Office of Canadian Affairs, traveled to Toronto, November 2–4, to represent the United States at an acid rain seminar. THOMAS M. T. NILES, director, Office of Central European Affairs, participated in the Federal Republic of Germany principal officers conference, in Berlin, December 5–6, and in the discussion of Berlin issues in Brussels, December 12–13. RALPH C. PORTER, officer-in-charge for Austrian and Swiss affairs, traveled to Austria and Switzerland to consult with embassy and host country officials. PETER G. SCHOETTLE, Federal Republic of Germany political/military officer, traveled to Minnesota for a radio talk show, and gave speeches supporting SALT II. PRESCOTT WURLITZER has joined the Office of Central European Affairs, prior to being assigned to the consultate in Stuttgart. SUSAN M. KLINGAMAN, officer-in-charge for the Federal Republic of Germany desk, participated in the Foreign Service Institute course on political/military affairs, December 10–14. H. CLARKE RODGERS, previously assigned to the Bureau of Administration, recently assumed his new duties as post management officer in the Office of Executive Director, replacing PAUL C. BOFINGER. TIMOTHY E. RODDY, previously assigned to the American embassy, London, has joined the Post Management Section, Office of the Executive Director.

Foreign Service Institute

Newly appointed language and culture instructors at the Foreign Service Institute are: LILY BEAN, JANINE BLAND, BANDANA BOSE, MIREILLE BREMER, MASAKO GONZALEZ-MONTERO, YONNARA KENG, CECELIA KREUTZ, MARIE MATHIAS, OLEG MYLKO, DOUANKEO SAYASITHSENA, SARAH SCHRAGER-HUMBER and HSUI-CHUAN YU. New staff members at the institute are: JILL BYRNES, from Junior Officer Orientation; KATHRYN BARBOUR, from Overseas Schools; KIMBERLY BASSLER, from European Affairs; MICHAEL LAUDERDALE, from the Los Angeles Passport Agency; RON MARTIN, from Consular Affairs; JULIA STEELE, from Public Affairs; and EVA TYLER, from Consular Affairs.

Twenty-one senior-grade secretaries from both the Foreign and Civil Service attended the three-day management skills seminar for secretaries, September 26–28. This was the second seminar conducted offsite for secretaries, the first having been held in April. These seminars are conducted under the sponsorship of the Communications and Clerical Skills Division, School of Professional Studies, Foreign Service Institute. They are designed to provide senior secretaries with an opportunity for and guidance in: (1) identifying management skills; (2) identifying time wasters; (3) inventorying personal and professional strengths; (4) identifying the distinction between objectives and goals of the office; (5) establishing professional objectives and goals; (6) identifying personal objectives and goals; (7) understanding the relationship of personal objectives and goals to effective performance; and (8) developing effective communications strategies. The next seminar is scheduled for May 7–9. Secretaries interested in participating should submit their applications with a memorandum of recommendation through the training officer of their section or bureau to the Communications and Clerical Skills Division, Room 5705, SA–15, School of Professional Studies, Foreign Service Institute. Among those at the September 26 seminar were DOROTHY B. UNKLE, Bureau of Oceans, Environmental and Scientific Affairs; ANNETTE J. JONES, Bureau of Intelligence and Research; MARION M. LEWIS, Foreign Service Institute; JESSIE COLSON, Foreign Service Institute; JOSETTA M. HAMPTON, Bureau of Intelligence and Research, CECELIA A. LATIMER, Bureau of East Asian Affairs; ALICE F. BOYNTON, Office of Communications; COOKIE C. CLARK, Executive Secretariat; and SYLVIA B. BLUMENTHAL, Bureau of Intelligence and Research.

GERALD McCULLOCH has been presented the Meritorious Honor Award by JOHN T. SPROTT of the institute. Mr. McCulloch received this award for his services as a consular officer in the Welfare and Protection Services Division, and as a political reporting officer at the consulate general in Calcutta. Mr. McCulloch is now assigned to Latin American studies at the University of Texas, Austin.

FOREIGN SERVICE INSTITUTE— Deputy director *Carleton Coon* presents commemorative plaque to German language instructor *Hertha T. Woltersdorf* on her retirement. She served on the German staff more than 10 years.

A consular employees professional seminar was held at the institute, September, 17–October 5. Participants included Assistant Secretary BARBARA M. WATSON; consular training coordinator DON BEAN; AMINTA de LEON, Tegucigalpa; NADINE CLARKE, Kingston; CARMEN BARBOSA, Monterrey; MARGARETT ROESER, Caracas; EVELYN WESTON, Port-of-Spain; ILKA BARES, Panama City; TERESA FEDERICO, Ciudad Juarez; MARCIO SILVEIRA, Sao Paulo; JOSE PALACIOS, Guadalajara; VERNA ELCOCK, Nassau; MARIA LUNA, Guatemala City; JOSE RODRIGUEZ, San Jose; CARLOS SERRANO, Buenos Aires; and ELEANE GRIZAGORIDIS, Rio de Janeiro. A consular employees professional seminar was held at the institute, November 26–December 7. Participants included Ms. Watson; consular training deputy coordinator DIANA MORRIS; SHIRLEY MARGARET MOKLER, London; GIULIA ZIINO, Palermo; GLORIA DRUMMOND ANDERSON, Toronto; JOSEE VANHERCK, Brussels; VISNJA KARLOVCAN, Zagreb; LAURA DAL PALU, Milan; DOREEN DELALLA, Vancouver; ERIKA DRITTER, Stuttgart; GEZIENA MARIA FRIELINK, Rotterdam; ASTRI HATLEHOL, Oslo; BARBARA SOEHRING-MUELLER, Dusseldorf; and MARGRIT FAESSLER, Bern.

Graduates of the recent advanced consular course are ELIZABETH RASPOLIC, LARRY COLBERT, ELEANOR HARRIS, RICHARD BELT, WALTER BOYLE, RICHARD PETERSON, MARILYN JACKSON, LYNN CURTAIN, JOAN SMITH, LEWIS KERT, MICHAEL GUIGNARD, MARY ANN FELDMAN, RICHARD HIGGINS and ROBERTA JONES-BOOKER.

Human Rights and Humanitarian Affairs

Assistant Secretary **PATRICIA DERIAN** delivered the dinner address at the first annual banquet of the North Carolina-Israel visiting scholar program, in Raleigh, November 29. On December 1 Ms. Derian participated in the Asian-American conference sponsored by the Bureau of Public Affairs, at Hunter College, in New York. On December 5, she addressed the National Conference on Soviet Jewry, in Washington, and traveled to Princeton University for a public address at the Woodrow Wilson School, on U.S. human rights policy and Latin America. Ms. Derian taped "Press Conference U.S.A." for the Voice of America, December 7. On December 10—Human Rights Day—she addressed the student body at the National War College.

Deputy assistant secretary **FRANK SIEVERTS** spoke at Swarthmore College, November 20, on human rights and food assistance in Kampuchea. **CHARLES B. SALMON JR.**, acting deputy assistant secretary, represented the bureau at a conference on developing a western consensus on human rights, prior to the Madrid Committee on Security and Cooperation conference, sponsored by the Aspen Institute. The conference was held at the Aspen Institute, Berlin.

Deputy assistant secretary **STEPHEN COHEN** met with a group of military officers, December 6, at Fort Benning, for a discussion of U.S. human rights policy. On December 14, Mr. Cohen participated in a panel discussion at the Department of human rights and foreign policy with other Department officials, congressional representatives and academicians. He addressed a United Jewish Appeal luncheon in Washington, December 17. **KENNETH ROGERS**, deputy director of the human rights country reports, addressed a basic officers course at the Foreign Service Institute on human rights policy, the bureau's functions, and the responsibility of reporting officers overseas. The human rights officer for Latin American affairs, **PATRICK FLOOD**, lectured to a U.S. foreign policy class at American University on U.S. human rights policy and Latin America. From December 10-14 Mr. Flood consulted with the U.S. delegation to the UN General Assembly in New York. The human rights officer for international and nongovernmental groups, **ROBERTA COHEN**, spoke at a colloquy on parliaments and human rights at the 10th anniversary celebration of the International Institute of Human Rights, in Strasbourg, France, December 15. The subject of her address was "Human Rights and Development Assistance: The American Experience." She also held consultations with senior officials of the European Commission on Human Rights; the Council of Europe's human rights directorate and the European Court of Human Rights. The human rights officer for Middle Eastern and Near Eastern affairs, **T. JESSE CLEAR**, addressed a foreign policy seminar, November 29, at American University on "Human Rights in the Middle East." On December 11 Mr. Clear participated in a discussion on "Political Violence in the Middle East," at the Open Forum. The human rights officer for security affairs, **ROBERT JACOBS**, addressed a foreign training officers class at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, December 5.

ROBERT SKIFF has joined the bureau as the East Asia regional officer. Mr. Skiff previously served as political, political-military affairs and economic/commercial officer in Bangkok. **JOHN SALZBERG** has assumed duties as the bureau's African affairs regional officer. Retired Foreign Service officer **JOHN COFFEY** has joined the bureau as consultant on asylum affairs. Mr. Coffey most recently served in Hong Kong.

Intelligence and Research

DAVID H. COHN, director, Office of Economic Research and Development, traveled to the Philippines and Japan, December 4-14, to participate in the fourth annual meeting of the Federation of Association of Southeast Asian Nations Economic Association, and the Philippine-American Educational Foundation's two-day seminar, "The United States and the Asian Third World." For the Office of Research and Analysis for the Soviet Union and Eastern Europe, **MARTHA MAUTNER**, deputy director, addressed various civic, academic and media groups on SALT issues and U.S.-Soviet relations, in Oklahoma, November 13-15. **JAMES BODNAR**, senior regional analyst, Eastern Europe Division, served as political officer on temporary duty in Budapest from May to October. **ROBERT FARLOW**, analyst in the same division, visited Bucharest, November 11-27, to consult with embassy officers and meet with Romanian officials. He also assisted the embassy with coverage of the 12th Communist party congress. **PETER COLM**, analyst in the Soviet Foreign Political Division, attended the third joint American-Soviet conference on Asia, in Santa Barbara, December 10-15.

GEORGE S. HARRIS, director, Office of Research and Analysis for Near East and South Asia, spoke on Turkish security developments at the New Alternatives Conference of the Defense Nuclear Agency, November 28. **ANTON W. DEPORTE**, director, Office of Research and Analysis for Western Europe, lectured on U.S.-European relations at George Washington University, November 27, and on the following day lectured at the Defense Intelligence School on the same subject. He also lectured at Amherst College on U.S.-European relations and foreign policy planning, December 11. **WILLIAM L. LOFSTROM**, Office of Research and Analysis for American Republics, spoke on aspects of the Peruvian revolution and democratization in Latin America, at Smith College, Northampton, Mass., and, "Complex Organizations Aid Third World Development: The U.S. Mission in Peru as a Case Study," at Mount Holyoke College, South Hadley, Mass., October 2.

Inter-American Affairs

BREWSTER R. HEMENWAY, office director for Central American affairs, spoke on current developments there, at a regional meeting of the Council of the Americas, in Chicago, November 15. **JAMES F. MACK**, officer-in-charge of Guatemalan affairs, on November 20 addressed the Charlottesville Civil Service Senior Seminar on Guatemalan matters. **RICHARD C. BROWN**, alternate office director for Central American affairs, took an orientation trip to Costa Rica and Nicaragua, November 13-19. His visit to Nicaragua coincided with that of a U.S. House of Representatives delegation.

BUENOS AIRES—*Raul Castro* swings a big stick while counselor for consular affairs *Fred Hassett* waits for the walls to come tumbling down, in order to increase working space in the consular section. The large increase in nonimmigrant visa work has made all this necessary.

GENEVA—*Douglas Costle*, head of the Environmental Protection Agency, signs the new convention on transboundary air pollution. Other members of the U.S. delegation, standing, from left, are *Joe Saltsman*, first secretary, U.S. mission; *Gordon Streeb*, economic minister-counselor, U.S. mission; and *William Alston Hayne*, deputy assistant secretary for environment, health and natural resources, Department of State.

International Organization Affairs

Assistant Secretary CHARLES WILLIAM MAYNES, Ambassador BARBARA NEWELL, deputy assistant secretary GEORGE DALLEY, DAVID ROWE and MARTIN JACOBS of the UNESCO directorate, BERNARD ENGEL, RICHARD NOBBE, SALLY CUTTING, LINE HEYNIGER, JANE CARLSON, BENOIT BROOKENS, DOTTIE BROWN, BETH EVANS, DENISE DeMARTINO, of the Secretariat to U.S. National Commission for UNESCO, and NANCY HARTLEY of the Policy Management Staff, attended the U.S. National Commission for UNESCO meeting, in Athens, Ga., December 11-14. They also attended the conference, "Toward An American Agenda for A New World Order of Communications," sponsored by the commission and hosted by the Henry W. Grady School of Journalism and Mass Communication, University of Georgia, December 12-15. GERALD HELMAN, deputy assistant secretary for political and multilateral affairs, was sworn in as U.S. representatiive to the European office of the UN, with the rank of ambassador, on December 11. On November 30, Mr. Dalley represented the Department in a meeting with presidents and chancellors of the historically black colleges; the meeting was sponsored by the National Association for Equal Opportunity in Higher Education. DON C. ELLER, executive director, will serve as deputy chief of mission at the U.S. mission in Geneva. Ms. Newell, the U.S. ambassador to UNESCO, chaired the U.S. delegation to the meeting of the Convention on Diplomas and Degrees, in Paris, at UNESCO headquarters, December 17-22. RICHARD HENNES, director, International Management Staff, has been designated executive director. WINTHROP SOUTHWORH will be acting director of the International Management Staff. PAUL BYRNES, director, Office of International Conferences, has been assigned to Antigua as principal officer. RAYMOND GOELZ, from the Department of Defense, has been appointed foreign affairs officer on the Policy Management Staff. ALICE FISHER has been assigned to the Office of Arms Control, Outer Space and Ocean Affairs. SHARON CORNNOR has resigned to accept a position in the office of former Ambassador ANDREW YOUNG. JOHN McGUINNESS of the UNESCO directorate participated in an advisory group of experts meeting on UNESCO's future energy programs, December 4-7.

HERBERT G. WING, Development and Humanitarian Programs Directorate, cochairman of the Federal Inter-Agency Committee for the International Year of the Child, presided over a workshop, November 29-30, with the National Organizations Advisory Council, to study what actions can be taken to maintain the momentum of the "year" over the coming years. JOYCE RABENS, Office of International Economic Policy, served as adviser to the third session of the interim committee of the UN negotiating conference on a common fund for commodities, of the UN Conference on Trade and Development, in Geneva, December 3-14. JOHN TREVITHICK, Office of Science and Technology, served as adviser, and PATRICIA A. WOODRING served as secretary of delegation, to the 23rd session of the general conference of the International Atomic Energy Agency, in New Delhi, December 4-10. FRANCIS X. CUNNIGHAM, Office of Science and Technology, was adviser to the informal consultations with governments of the UN Environmental Program, in Nairobi, December 10-14. NEIL A. BOYER, Office of Health and Narcotic Programs, acted as alternate representative on the U.S. delegation to the World Health Organization program committee, in Geneva, November 19-25. JOHN W. McDONALD attended the UN General Assembly as an adviser to the U.S. delegation during the review of the UN Conference on Science and Technology for Development, in New York, November 26-December 7.

Legal Adviser's Office

ROBERTS B. OWEN, the legal adviser, represented the United States in the December 10 argument before the International Court of Justice on the U.S. request for an order calling upon Iran to release immediately the hostages held in Tehran. Attorney General Benjamin Civiletti opened the argument for the United States, and Mr. Owen conducted the final hour. Also on the U.S. delegation were deputy legal adviser STEPHEN M. SCHWEBEL, assistant legal adviser DAVID H. SMALL, and NELLIE G. RUTHERFORD, secretary to Mr. Owen.

Deputy legal adviser MARK B. FELD-

MAN was in London, December 6–12, to discuss the litigation with British lawyers of the freeze of Iranian assets. RONALD J. BETTAUER, assistant legal adviser for nuclear affairs, participated in bilateral negotiations on peaceful nuclear cooperation agreements with Canada, in Ottawa, in November; and with Egypt, in Washington, in December. HORACE F. SHAMWELL JR., deputy assistant legal adviser for management, visited Belgrade, November 12–14, to negotiate a new treaty on the conduct of consular relations. From December 10–14, Mr. Shamwell conducted negotiations in Washington on a revised consular relations convention with the United Kingdom. THOMAS J. RAMSEY, attorney adviser in the Office of the Assistant Legal Adviser for Management, led a U.S. delegation to London, the Hague and Stockholm, on matters relating to extradition and mutual assistance in law enforcement, during October. From November 26–30 Mr. Ramsey, with KNUTE E. MALMBORG, assistant legal adviser for management, concluded the first round of negotiations on a revised extradition treaty with Canada, in Washington. JOHN R. ARBOGAST, attorney adviser in the Office of the Assistant Legal Adviser for Oceans, Environment and Scientific Affairs, was a member of the U.S. delegation to the latest round of the U.S.-Canadian Pacific salmon interception negotiations, in Vancouver, November 27–28. JAMISON M. SELBY and CASIMIR J. BARTNIK have entered on duty as attorney advisers. JOYCE CALDWELL and KATHLEEN PADOVANO, secretaries, have transferred to the Legal Adviser's Office.

Near Eastern and South Asian Affairs

On November 6, the Department and the St. Louis Council on World Affairs cosponsored a conference, "An Examination of U.S. Vital Interests in the Middle East." Assistant Secretary HAROLD SAUNDERS addressed the conference luncheon, discussing the challenge of peace-making in the Middle East. Mr. Saunders also represented the Department in a morning workshop entitled "The Palestinian Issue in the Middle East Conflict." Ambassador RICHARD PARKER, currently at the U.S. Air University at Maxwell Air Force Base, Ala., delivered the opening plenary remarks. Other Department participants were: deputy assistant secretary MICHAEL STERNER, who was a panelist in the workshop, "Israel, Egypt and the Arab World after the Egyptian-Israeli Peace Treaty"; deputy assistant secretary JOSEPH TWINAM, a workshop panelist discussing, "An Economic Perspective on the Middle East: Energy, Trade and Investment," and JOHN COUNTRYMAN, director, Office of Arabian Peninsula Affairs, a participant in the workshop, "Iran and the Persian Gulf: An Assessment and a Forward Look." Some 500 St. Louisans attended this day-long conference, which was arranged by GEORGE SHERMAN, public affairs adviser, and JUDITH RYAN of that office.

On November 17, SHELDON J. KRYS, executive director, and Mr. Sherman traveled to Frankfurt to make preparations for the return of the 13 hostages from Tehran who had been released. They both were aboard aircraft which landed briefly in Copenhagen and Paris to meet the hostages upon their arrival and fly them to the Air Force hospital at Weisbaden.

WAT CLUVERIUS, director, Office of Lebanon, Jordan, Syria and Iraq Affairs, addressed the policy and departmental commanders of the Jewish War Veterans, at a White House meeting, November 2. Mr. Cluverius also briefed 80 members of the Jewish Welfare Federation, of Long Island, on a variety of mideast issues, November 29. CHARLES MARTHINSEN, director, Office of Egyptian Affairs, addressed business executives pursuing studies at the Brookings Institution, November 8, and traveled to Allentown, Pa., November 14, to speak on U.S. policy in the mideast, before the full membership of the Allentown chapter of B'nai B'rith.

HOWARD B. SCHAFFER, director, Office of India, Nepal, Sri Lanka, Maldive Island and Bhutan Affairs, traveled to the Army War College at Carlisle Barracks, Pa., in November, to give a lecture on South Asia. On December 1, Mr. Schaffer also gave a speech at a conference of Asian Americans at Hunter College in New York City. Mr. Schaffer discussed U.S. policies in South Asia. HAL LUCIUS, deputy director of the office, accompanied Mr. Schaffer and participated in a seminar, at the same conference, on U.S. trade and investment with Asia. NATHANIEL HOWELL, special assistant to Mr. Saunders, traveled to Atlanta, November 15-16, where he met with an Emory University mideast study group and university classes. Mr. Howell also addressed a dinner meeting sponsored by the Southern Center for International Studies and participated in a radio program.

On December 17, DAVID S. ROBINS, Office of Egyptian Affairs, joined the U.S. delegation to the Paris meeting of the consultative group on Egypt. Following the Paris meeting, Mr. Robins visited Egypt for consultations with Embassy Cairo. WILLIAM A. HELSETH, director of the Middle East Development Task Force, briefed students and staff at the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base, November 28, on Middle Eastern topics. On December 5, Mr. Helseth addressed civic and college groups in Rockland County, N.Y., on U.S. policies in the Middle East. Mr. Helseth spoke on U.S. policies and related topics in the Middle East to public groups and college assemblies in Herkimer, N.Y., and Monmouth, N.J., December 11–14. G. QUINCEY LUMSDEN, economic officer from Embassy Paris, has assumed his new duties as deputy director in the Office of Arabian Peninsula Affairs. ROBERT D. DEASON, former administrative counselor at Embassy Jidda, entered on duty December 20 as deputy director in the Office of the Executive Director.

JOHN ZIOLKOWSKI has replaced ROBERT E. DAY JR., as the senior trade and commercial adviser in the Office of Economic

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JERUSALEM—AID administrator *Douglas Bennet*, with the mayor of Bethlehem, *Elias Freij*, in doorway of the new Bethlehem municipality building. From left: Consul general *Michael H. Newlin*; assistant administrator *Joseph Wheeler*; Mayor Freij; Mr. Bennet; and deputy principal officer *Donald A. Kruse*.

Affairs. Mr. Day has departed for his new assignment as counselor for economic affairs at Embassy East Berlin. **DAVID R. PATTERSON** has also joined the economic staff as energy and technology adviser. On December 7 a retirement party was held in the Office of the Executive Director, honoring **WILLIAM ARMSTRONG**, chief of the bureau Communications Center, who retired after 29 years of service. **GILBERT HARCUM**, from the Office of Communications, has replaced Mr. Armstrong. **WILLIAM L. EAGLETON JR.**, principal officer at Embassy Tripoli, was in the bureau recently on consultations. Ambassadors consulting in the bureau included **DONALD R. TOUSSAINT**, Sri Lanka; **ANGIER BIDDLE DUKE**, Morocco; **L. DOUGLAS HECK**, Nepal; and **ANDREW I. KILLOGORE**, Qatar.

SINAI SUPPORT MISSION

C. **WILLIAM KONTOS**, director, traveled to New York, December 12–13, for discussions with the U.S. mission to the United Nations. **BARRY KNAUF**, associate director for contracts, traveled to Greenville, Tex., to review proposals with the contractor for the mission. **STEPHANIE STARRETT**, administrative officer, was reassigned to the Department, Office of Personnel. **WILLIAM T. BLAYDOE** retired at the field mission on December 1. **JOHN W. GREEN**, communicator, completed his tour in the Sinai and departed November 24 for home leave and transfer to Beirut. **LEONARD T. PFEIFER**, communications/records officer, returned to the Department, November 30. **JAMES W. HOLT** completed his tour as security officer and returned to the Department.

Oceans and International Environmental and Scientific Affairs

Assistant Secretary **THOMAS R. PICKERING** met with Japanese representatives at the Department, November 8, 13 and 14, to discuss nuclear policy issues. On November 14, Mr. Pickering addressed the senior management course at the Foreign Service Institute. The fisheries and marine science sections of the bureau advisory committee met at the Department, November 14–15. During the meeting, which was opened by Mr. Pickering and chaired by **JOHN D. NEGROPONTE**, deputy assistant secretary for oceans and fisheries affairs, the group discussed a broad range of topics with Mr. Negroponte and his staff. On November 23, Mr. Pickering stopped in Wellington to discuss oceans and nuclear issues with New Zealand officials. From there he traveled to Antarctica, where he participated in the 50th anniversary of Admiral Byrd's expedition. He also stopped in Canberra for consultations with Australian officials. From December 4–8, Mr. Pickering attended the International Atomic Energy Agency board meeting in New Delhi, and also consulted with Indian officials on other issues. Mr. Pickering stopped in Rome for discussions with Italian officials on nuclear issues, and then traveled on to Jerusalem where he attended the board of governors meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, returning to Washington on December 15.

November 5–6, **RICHARD E. BENEDICK**, coordinator of population affairs, held a series of consultations in the research triangle area of North Carolina with professors and researchers from the International Fertility Research Program, Research Triangle Institute, the Carolina Population Center, the University of North Carolina, and the Duke University Center for Demographic Studies. The discussions centered on ongoing research in biomedical aspects of population and family planning, as well as population problems and programs in Egypt and Africa. Mr. Benedick addressed an audience of researchers and scientists from the triangle area on "Population and U.S. Foreign Policy." Mr. Benedick participated in the annual meeting of the International Planned Parenthood Federation, in London, November 28–30, and consulted with British medical scientists in London and Cambridge, including those who pioneered the "test-tube baby," on current directions of research in reproductive physiology and implications for future funding needs in this area.

During November 4–10, Mr. Negroponte, headed an intragency team which traveled to London, Copenhagen and Brussels, to discuss a U.S. initiative to establish a new multinational organization to conserve and manage Atlantic salmon stocks. **LARRY SNEAD**, deputy director, Office of Fisheries Affairs, together with a portion of the U.S. team, continued to Dublin, November 12, to discuss the salmon initiative with Irish officials. Delegations for the United States and Canada met in Vancouver, British Columbia, November 27–30, as part of ongoing negotiations to conclude a comprehensive U.S.-Canada Pacific salmon interception agreement. Such an agreement would minimize interceptions by one country of salmon bound for the streams of the other. The U.S. delegation was headed by Mr. Negroponte. As a result of the meeting, both sides have agreed to develop issue papers focusing on major substantive problems remaining in the negotiation. It was also agreed that two meetings at close intervals would be scheduled for early spring.

JAMES STORER, director, Office of Fisheries Affairs, and Mr. Snead attended the 13th session of the Food and Agriculture Organization Committee on Fisheries, October 8–12, in Rome. Key agenda items included the Food and Agriculture Organization's new fishery development program, aquaculture and tuna issues. November 16–17, **NORMAN WULF**, director of the Office of Marine Science and Technology Affairs, traveled to Allentown, Pa., to address members of the American Society of International Law. The topic of his address was the law of the sea. **HENRY ANDERSEN** of the Office of Marine Science and Technology Affairs represented the Department as an observer, at the meeting of the National Advisory Committee on Oceans and Atmosphere, November 15–16. **THOMAS J. WAJDA**, deputy director of the Office of Energy Technology Cooperation, traveled to Paris to attend the first meeting of the International Energy Technology Group, November 5, and was a delegate to the International Atomic Energy Agency's nuclear subgroup, November 6. Mr. Wajda participated in the second meeting of the International Energy Technology Group in Paris, December 10–12. He also met with Polish officials on December 12–15 to discuss the continuation of U.S.-Polish cooperation in coal use.

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—*Rust M. Deming*, right, receives Superior Honor Award from Assistant Secretary *Thomas R. Pickering*.

JEAN H. CHRISTOFF, Office of Energy Technology Cooperation, and **EDWARD C. BITTNER**, deputy director of the Office of Food and Natural Resources, attended the first inter-American conference on renewable sources of energy, in New Orleans, November 26–29. The main topic was the potential of alcohol fuels. **NORMAN TERRELL**, deputy assistant secretary for science and technology, participated in the U.S.-Mexico science and technology working group meeting in Mexico City, November 7–8. DWIGHT CRAMER, deputy director of the Office of Cooperative Science and Technology Programs, headed the U.S. delegation to the U.S.-Yugoslav Joint Board on Science and Technology Cooperation meeting, in Belgrade, December 3–7. He also went to Bucharest, Sofia and Budapest for science and technology discussions. In Paris, November 26, MORRIS CRAWFORD, deputy director of the Office of Cooperative Science and Technology Programs, attended a meeting of the Executive Bureau of Information Computers and Communication Policy, and served as the U.S. representative to the Organization for Economic Cooperation and Development meeting, on productivity and employment in micro-electronics development. Mr. Crawford traveled on to Madrid, November 29–30, for discussions on U.S.-Spain science and technology programs.

Politico-Military Affairs

Office of International Security Operations. Director GEORGE T. CHURCHILL and Colonel CHARLES V. CORDER, traveled to the Turks and Caicos Islands, for the final negotiating session and signing of an agreement concerning U.S. defense areas.

Office of Munitions Control. Director WILLIAM B. ROBINSON addressed the Foreign Service Institute's politico-military seminar, December 11. W. GRAHAM METSON assumed his position as a licensing officer, December 10.

Office of International Security Policy. Director TED McNAMARA participated in the November 12–14 NATO nuclear planning group meeting in the Hague, consulted in London, and attended the November 16–18 meetings of the Belgian Royal Institute of International Affairs. WILLIAM H. COURTNEY lectured on U.S. security policy in the Persian Gulf and Indian Ocean, at the Federal Executive Institute, in Charlottesville, November 29. KENNETH LONGMYER lectured on SALT and other defense issues at Mississippi State University, as the return visitor in the scholar-diplomat program. In January, K. DUNLOP SCOTT will commence a year's leave to study at the Wharton School, University of Pennsylvania. TERRY L. DEIBEL of Georgetown University's School of Foreign Service faculty has joined the staff as a Council on Foreign Relations fellow. Colonel JAMES S.V. EDGAR has arrived from Kabul and joined the staff under the auspices of the State-Defense exchange program.

Office of Nuclear Policy and Operations. BEVERLY ROUNDTREE and JOELLE MITCHELL joined the staff.

Office of Disarmament and Arms Control. Director MARK PALMER participated in a Stanley Foundation conference on arms control. ROBERT HANSEN spoke at Youngstown State and Kent State Universities on SALT II. He also participated in the Bureau of Public Affairs' SALT educational broadcast programs. WILLIAM VEALE traveled to Bonn, where he attended discussions on arms control issues with German and American officials, November 28–December 4. He also visited NATO, in Brussels, where he attended the Conference on Security and Cooperation in Europe talks on confidence-building measures. Deputy director STEVE STEINER was at NATO for discussions, November 28–30. BLAIR MURRAY joined the staff in late December, from the Arms Control and Disarmament Agency.

Office of System Analysis. RICHARD SOKOLSKY joined the staff in December.

Public Affairs

Assistant Secretary HODDING CARTER III accompanied SECRETARY VANCE to London, Paris, Rome and Bonn, to discuss the Iranian situation with our allies, and then to Brussels, for the NATO ministerial meeting, December 9–14. Deputy assistant secretary WILLIAM J. DYESS engaged in several television debates on SALT II.

Office of Public Communication. ELAINE McDEVITT, chief of the Special Projects Staff, served as press officer for the Department-sponsored conference for Asian-Americans, December 1, in New York. The staff provided facilitative assistance to the Foreign Policy Association and the University of North Carolina television center for the production of four programs in the 1980 Great Decisions television series. Interviews were taped with two Department officials—Assistant Secretaries HAROLD SAUNDERS and RICHARD HOLBROOK. Also participating in the series were ZBIGNIEW BRZEZINSKI, assistant to the President for national security affairs; former Ambassadors MALCOM TOON and JOHN GRONOUSKI; and HELMUT SONNENFELDT, former counselor of the Department.

Office of the Historian. PAUL CLAUSSEN gave a briefing on U.S.-Middle East relations in the 1950s, at the Washington National Records Center, November 19, and at the National Archives, November 20. DELIA C. PITTS conducted applicant interviews at four east coast colleges for the Thomas J. Watson Foundation, during December. The foundation, which provides fellowships to graduating seniors for a year of travel and independent study overseas, is under the direction of DAVID SUMMERS, a Foreign Service officer on leave from the Department. Mr. Pitts, and DAVID PATTERSON, both historians, were selected through the Office of Personnel Management's Certificate of Eligibles, to fill two current vacancies. STANLEY SHALOFF spoke on U.S. relations with African nations in the 1950s, at the Washington National Records Center, December 12.

Office of Press Relations. During the Iranian crisis SUSAN PITTMAN and DAVID NALL have been alternating on duty with the Iran Working Group. MARY ANN BADER DEBEUSSCHER has been working in coordination with the Kampuchean Task Force, set up to handle relief arrangements. CHERYL BRAUNER, a former summer employee, rejoined the bureau on December 18 for the Christmas holidays. ■

NATIONAL DEFENSE UNIVERSITY—Commandant *John E. Ralph* presents the Army's Outstanding Civilian Service Medal to *William S. Krason*, who recently retired after more than 34 years with the Foreign Service.

—(Continued from inside front cover)

in the categories under reference, I suggest they reflect on their poor performance. Can one imagine for one minute that the FSOs would have been so badly treated by their panels?

Sincerely,
LOUIS J. CORRERI
Regional communications
programs officer

Mr. Correri has also written to the director general, who responded in detail, advising Mr. Correri, among other things, that no quota was established for the boards; that they had received no indication of the number of promotion opportunities available; that the board which reviewed the files of junior communications officers advised the director general at its dismissal ceremony that it had identified all the employees in the classes under review who, in its judgment, were qualified to perform at the next higher level; and that it firmly supported its action as appropriate and entirely consistent with the precepts. The director general said he was satisfied that the boards took their responsibilities seriously and carried them out properly.

A tribute to Ms. Mann

THE HAGUE

DEAR SIR:

The death of a friend is always a sad occasion, particularly when that friend is a person like Helen Mann. The stark facts given in the obituary in the November NEWSLETTER were not of course able to portray what she meant to her friends in the Foreign Service—both American and local national.

I was privileged to be with Helen at two posts, and I never ceased to marvel at her ability to make friends. Going out of her way to be helpful was second nature to Helen. As good a secretary as she was—and as much in demand—she was never too busy to meet newcomers, entertain them, introduce them, and generally make them feel at home. And the local national staffs thought she was tops.

One day when we were together in the Hague I happened to become aware that a Japanese family was in Helen's office. After proper introductions, she explained that these visitors from Kobe were on a world tour and had made a slight detour to see her—"their Helen." Somehow I wasn't surprised, knowing how she had made lasting friends at every post.

We her friends and the entire Foreign Service will be the poorer for Helen Mann's passing. Cheerfulness personified, she never complained about her lingering illness—and was always looking forward to that next assignment.

One error of omission in her obiturary: no mention was made of her final posts, Copenhagen and Bahrain. In Bahrain she was secretary to the ambassador, who subsequently told me how much she had contributed there—just as she always had, no matter the post or its challenges.

Sincerely,
THOMAS J. DUNNIGAN

Three-month wait

WASHINGTON

DEAR SIR:

I was happy to receive my transfer allowance check yesterday, only three months after my return to Washington from Tokyo. It might be interesting for you to print some explanation of why it takes so long to effectuate a payment, the purpose of which is to help transferees' immediate adjustment to Washington.

Very truly yours,
JACK B. BUTTON
Japan/U.S. Economic
Relations Group

The procedure for processing a transfer allowance: The employee completes Form 1190 and returns it to the bureau; the bureau submits the form for verification of onward assignment availability; the bureau then validates the date of entry on duty and submits the 1190 to State's comptroller, who requests a check from Treasury. The 1190 is occasionally delayed at one point or another during this process.

The parents' pledge

BUCHAREST

DEAR SIR:

This is in response to "How to talk to your teenager about drinking and driving" (NEWSLETTER, November). The contract between adolescent and parent makes sense, but if honesty is what we really wish to teach, then it is only reasonable to admit that parents drink and drive when they also may not be capable. Children and adolescents worry about this. I believe the effectiveness of the suggested contract would be increased by the parents' pledging to the adolescent:

"I agree to call you for transportation if I am ever in a situation where I have had too much to drink, or if a friend who drove has had too much to drink, just as I would expect you to call me." Naturally this would be contingent upon various factors (e.g. possession of a driving license, etc.), but the point is the aspect of reciprocity involved, that drinking and driving is not solely a problem of adolescents.

Sincerely,
MAEVE SPAIN-SHINE

A matter of geography

MILL VALLEY, CALIF.

DEAR SIR:

I was very interested in Secretary Vance's intention of tapping the vast experience and wisdom of "retirees" in the development of policy (NEWSLETTER, November). I foresee a number of problems, however. "Retirees" are not always available. Many are "escapees" from Foggy Bottom, "returnees" in many cases to their origins thousands of miles away, and this detracts from the immediacy of their wisdom. Still, there are undoubtedly many wise "retirees-sojournees" in Washington suburbs who wouldn't mind becoming "commutees" again, at least on a part-time basis, to relieve the tedium of retirement. I'm sure they would help.

Sincerely,
Jorma L. Kaukonen
Foreign Service retiree

Being 'poor' at State

WASHINGTON

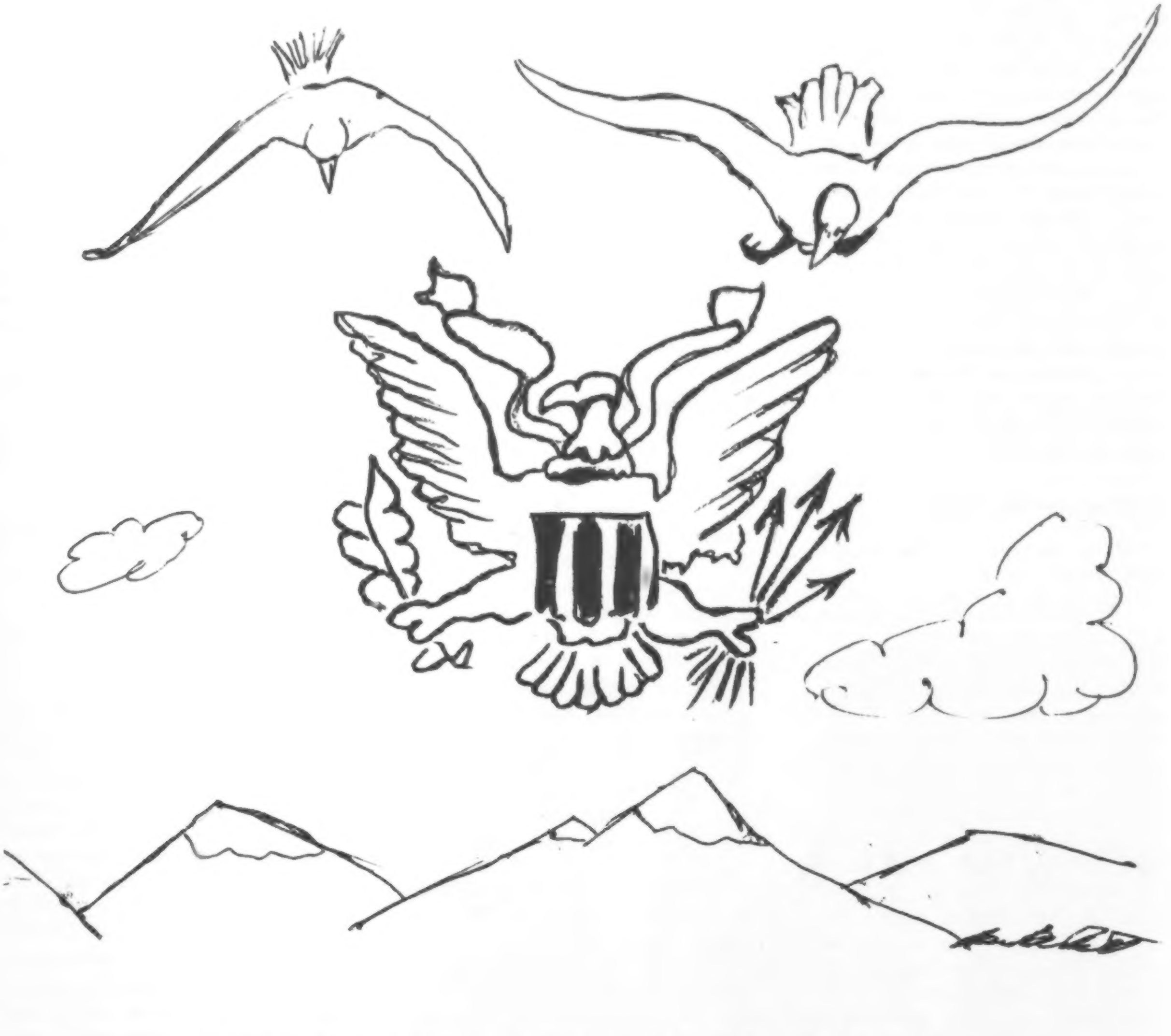
DEAR SIR:

In recent years, the North/South conflict between the industrialized countries (of the North) and the less developed countries (of the South) has received widespread publicity. Little attention, however, has been given to the internal "North/South" problem that the Department annually faces.

At this time of year, FSO "Northerners" from the 01, 02, and 03 ranks can be heard grumbling about how they must once again forfeit annual leave. We FSO "Southerners" from the 08, 07, and 06 ranks, on the other hand, are wondering whether we can scratch up a day of annual leave for the holidays.

This recurring problem could easily be resolved by the Department establishing an internal "Common Annual Leave Fund" (CALF) in which the excess leave resources of the rich "North" could be transferred to the impoverished "South." In this way, valuable resources would not be continually frittered away.

Sincerely,
Prescott P. Wurlitzer (06)
German desk ■



"Hey, Mabel, look! Must be one of those kinky new fall outfits from Bloomingdale's."

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HISPANIC OFFICERS LUNCHEON GROUP—At first meeting of this organization are, from left: *Victor Bonilla; Luigi Einaudi; Felix Vargas; Richard Feinberg; Phyllis Oakley; Ralph Guzman; Abelardo Valdez; Enrique Lopex,* Harvard University; *Jeremiah O'Leary,* Washington Star; *Mark Schneider; Leo Garza; Madison Adams; Alfredo Cuellar; Malcolm Barnebey; Manuel Guerra;* and *George Gedda,* Associated Press.

OBITUARIES

Robert D. Hodgson, 56, Department geographer and expert on maritime boundaries, died of a heart ailment on December 4. He began his career in 1946, as a terrain analyst for the old War Department. He then joined the Foreign Service in 1952, and was stationed in Bonn as map-publishing procurement officer and geographic officer. Converting to the Civil Service, he was assigned to the Office of the Geographer. He was office director from 1970 to 1979.

Mr. Hodgson

In recent years Mr. Hodgson was involved with geographical and cartographical matters of various law-of-the-sea conferences, and prepared studies and maps on national boundary positions in waters adjacent to the United States and other countries. He was also principal technical adviser for U.S. delegations to several international meetings on maritime boundaries, and served as a Government witness in cases between the states and the federal Government regarding offshore oil claims. Mr. Hodgson served on the U.S. Board of Geographic Names, 1957-77, and was chairman of the board's Foreign Names Committee, 1972-77.

A member of the Association of American Geographers, he was an active committee member on maritime affairs, geography in government and long-range planning, in addition to serving on the executive committee and council. He was also a 10-year member of the National Academy of Science's Committee on Geography, and was chairman of the International Geographical Union, 1970-77.

Mr. Hodgson, a native of New York, received his bachelor's, master's and Ph.D. from the University of Michigan, where he also was an instructor in the Geography Department. He served in the Marine Corps, 1942-46, and was awarded the Purple Heart in Okinawa. In 1972 he received a Department Superior Honor Award, and a Distinguished Service Award from the Law of the Sea Institute.

Mr. Hodgson leaves his wife, of 11152 Conestoga Ct., Oakton, Va. 22124, four sons, three daughters, a brother, a sister and seven grandchildren. The family suggests contributions to the Robert D. Hodgson Memorial Fund for aiding young geographers, c/o Robert W. Smith, 800 Villa Ridge Rd., Falls Church, Va. 22046.

John M. McSweeney, 63, first U.S. ambassador to Bulgaria and specialist in Soviet and eastern European affairs, died of cancer at his home on December 12. He joined the Foreign Service in 1940 and served the early part of his career in Montreal, Lagos, Accra and Cairo, as consular officer. His first of three tours in Moscow began in 1946 as economic-political officer. He was transferred to Vladivostok as consular officer in 1947, and was assigned to Paris in 1950. In 1951, he returned to Moscow, this time as political officer and counselor. He was detailed to the National War College in 1953, and then became a political adviser for Security Council affairs at the UN. His next assignment was Naples, where he was special liaison officer to the commander of allied forces in southern Europe, and special assistant to the ambassador, until 1958, when he returned to the Department. After serving as director of the Office of Soviet Union Affairs, Mr. McSweeney began his third assignment in Moscow, in 1961, as consul general and minister.

Mr. McSweeney

He served for one year as political adviser to the Stragetic Air Command, in Omaha, then was assigned to Brussels as deputy chief of mission, in 1964. In 1966, he went to Bulgaria as minister to the U.S. legation, and was appointed ambassador when the legation was raised to embassy status in 1967. From 1970 until his retirement in 1973, he was a Foreign Service inspector. He worked as an international affairs consultant after retirement.

Mr. McSweeney, born in Boston, earned his bachelor's at Brown University. He served in the Navy, 1944-46. Survivors include his wife, of 328 South Shore Dr., Sarasota, Fla. 33580, two sons and a sister.

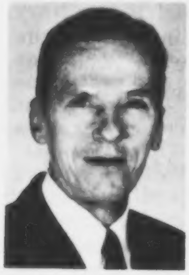
Daniel M. Braddock, 73, a retired Foreign Service officer, died of cancer at his home on November 24. He was charge d'affaires in Cuba, and one of the last U.S. diplomats to leave there in 1961 after the United States broke diplomatic relations.

Mr. Braddock

Mr. Braddock joined the Foreign Service in 1929, serving in Medan, Barcelona, Caracas, Port Alegre and Bahia. Returning to the Department in 1945, he became chief of Brazilian affairs, followed by appointments as trade agreements negotiator and adviser on American republics. In 1948, Mr. Braddock was assigned to Madrid as economic counselor. After a detail to the National War College in 1951, he was appointed economic counselor in Manila, where he also served as a U.S. delegate for Philippine trade negotiations. At his next post, Rangoon, he served as consular officer. Transferred to Havana in 1957, he attained the rank of career minister and became consul general in 1960. Mr. Braddock was minister and consul general in Sao Paulo, and served as liaison for Latin American missions at the UN in 1963. He was a Foreign Service inspector until 1967, when he was appointed consul general and principal officer in Bombay, his last post. He retired in 1971.

Mr. Braddock, born in Arkansas, earned a bachelor's and master's at Kenyon College in Ohio, and studied at the Ecole Libres des Sciences Politiques in Paris. He is survived by his wife, of 3206 Gleneagles Dr., Silver Spring, Md. 20906, four sons, one daughter and eight grandchildren.

Howard F. Newsom, 64, a retired Foreign Service officer, died at Holy Cross Hospital, Silver Spring, of a heart attack, November 29. Born in Washington, D.C., he was a graduate of George Washington University. He received a master's in economics from Indiana University and also attended the Maxwell School of Economics at Syracuse University.



Mr. Newsom

Mr. Newsom entered the Foreign Service in 1950, and served as consular officer in Frankfurt and Stuttgart. He was transferred to Lahore as an economic officer in 1952, and then served in Paris with the U.S. mission to NATO and European regional organizations. Returning to the Department in 1958, he served as a personnel officer and international economist. In 1962, he was assigned to Wellington as head of the economic section, where he served until his transfer to Seoul in 1967. His last assignment was to the Bureau of East Asian and Pacific Affairs, where he served on the Korean desk as economic-commercial officer and deputy country director. Mr. Newsom retired in 1975.

He is survived by his wife, of 200 Woodmoor Drive, Silver Spring, Md. 20901, a son, and two daughters. The family suggests contributions to the organ fund at Christ Congregational Church, 9525 Colesville Road, Silver Spring, Md. 20901

Clifford O. Barker, 75, a retired Foreign Service officer, died on November 23. He joined the Department as a Civil Service clerk in 1923 and worked as a legal assistant, 1936–42. Mr. Barker was a passport and dispatch agent for the Miami Passport Agency, and became a division assistant and member of the board of review for the Passport Office. Transferring to the Foreign Service in 1956, he served as second secretary and consular officer in Manila, and first secretary and consular officer in Vienna, before retiring in 1961.

Mr. Barker, a native of Rhode Island, earned a law degree from George Washington University in 1936. He was a member of the D.C. bar. Survivors include his wife of 2031 NE 56th Court, Fort Lauderdale, Fla. 33308.

James M. Byrne, a retired Foreign Service officer, died of a heart ailment, at his home, on November 30. Mr. Byrne, a native of New York, attended Harvard University, earning a bachelor's in 1931 and a law degree in 1934. A member of the New York bar, he worked for a law firm before joining the Foreign Service in 1941. He was special assistant to the ambassador in Buenos Aires for four years, and was then assigned to Bern, where he served as second secretary. After a brief tour in Madrid, he returned to Bern, spending part of his tour on loan to the Economic Cooperation Administration. Subsequent assignments were to Addis Ababa and Tunis, as first secretary and consular officer. In 1958 Mr. Byrne was appointed deputy director for the Senior Seminar, at the Foreign Service Institute. He retired from the Foreign Service in 1963, then worked for the Foreign Students Service Council until 1969. He leaves his wife, of 5904 Cedar Parkway, Chevy Chase, Md. 20015, one son, three daughters and a sister.

Mr. Byrne

William Kane, 73, a retired Foreign Service officer, died of heart failure at his home on November 20. Born in Czechoslovakia to American parents, he graduated from the Prague Business College and worked as a clerk in Prague and Vienna. He was a field representative for the Office of Strategic Services before joining the Foreign Service in 1944. He was consular officer in Piedras Negras, Caracas and Bogota. Returning to the Department in 1954, Mr. Kane was assistant Chief of the Assurances Section before his next appointment as second secretary and consular officer in Seoul. In 1959, he served as consular officer in Montreal, and then returned to the Department and became chief of the Domestic Services Division, in 1964. He retired in 1966. Mr. Kane leaves his wife, of 5115 38th St. NW, Washington, D.C. 20016, one son, two daughters and five grandchildren.

Alice Langley Hsieh, 57, a former Department employee and consultant on Chinese nuclear matters, died after a long illness at her home on November 15. She joined the Department in 1945 as a research assistant for the Bureau of Far Eastern Relations. She went on to become an international relations officer and assistant on Japanese and Korean affairs and served as a member of the U.S. delegation to the Far Eastern Commission, 1946–52, and special assistant to the U.S. adviser to the supreme commander of the allied powers in Tokyo, in 1951. After leaving the Department in 1955, Ms. Hsieh worked for the Rand Corp. as a political scientist and consultant on Sino-Japanese relations. She was a senior research staff member at the Institute for Defense Analysis, 1969–71.

Ms. Hsieh

Ms. Hsieh continued her association with the Department as a consultant, and served as a member of the social science advisory board to the Arms Control and Disarmament Agency, 1964–70, a member of the panel of advisers for East Asian and Pacific affairs, 1966–69, and a member of the Department's panel of

best copy available

advisers on China, 1968-69. She was also the author of a book and several articles on nuclear and military issues in the Far East.

Born in New York, she received her bachelor's at Queens College. She earned a master's at Clark University and also attended Stanford, George Washington Law School and the University of California at Berkeley. She leaves no immediate survivors.

Grace May Hunter, 62, a retired Foreign Service secretary, died of cardiac arrest on November 11. Joining the Foreign Service in 1942, she served as a secretary in Rio de Janeiro, Para and Recife. Ms. Hunter retired in 1970. She leaves her husband, Robert, of Glenmoor Village, 4500 W. Skye Dr., South Jordan, Ut. 84065, two daughters, two grandchildren, two brothers and two sisters.

Fern M. Nystedt-Lysell, 73, a retired Foreign Service employee, died on July 8. Joining the Foreign Service in 1942, she was a clerk in Stockholm, Munich, Frankfort and Tehran. She served as consular assistant in Tokyo, Port of Spain, Paris, Lisbon, Belfast and Madrid. Ms. Nystedt-Lysell retired in 1967. She has no known survivors.

Erik A. Anderson, 81, a retired Foreign Service employee, died on October 27. He joined the Foreign Service in 1945 and was assigned to Stockholm as guard and caretaker. He was transferred to Reykjavik in 1949, then served as messenger and clerk in Copenhagen. Mr. Anderson retired in 1962. His survivors include his son, Borje S., Stralsunderstrasse 2, 7032 Sindelfingen, West Germany.

John W. Syphax, 69, a retired employee of the Arms Control and Disarmament Agency, died at his home on October 10 following an asthmatic heart attack. A life-long resident of Washington, he received a bachelor's from Howard University, where he later taught political science. He received his master's at Cornell in 1933, and completed some work toward a doctorate at Harvard.

During World War II Mr. Syphax was a biographic analyst for the Office of Strategic Services, predecessor of the Central Intelligence Agency. He joined the Department in 1945 as a biographic analyst and later was chief of the Japan section of the Biographic Information Division (1948-51). He became an intelligence research specialist in 1951, and was promoted to chief of the government branch of the External Research Staff in 1960. Joining the disarmament agency in 1962, he was a foreign affairs officer until his retirement in 1973. Mr. Syphax leaves his wife, Melba; two sons, a daughter and a sister.

Ralph Charles McGuire, son of retired Ambassador Ralph J. McGuire, died on November 12 in Austin, Tex. He was born on the S.S. *President Polk,* midway between Manila and Singapore. At the time of his death, he was employed by the American Automobile Association. Mr. McGuire is survived by his parents, 8213 Summerplace Drive, Austin 78759, and a sister.

Vera S. Byrnes, wife of James J. Byrnes, former deputy director at the Foreign Service Institute, died of cancer at the Circle Terrace Hospital, in Alexandria, on November 25. Mrs. Byrnes accompanied her husband to assignments in France and Canada. She is survived by her husband, of 4521 Peacock Avenue, Alexandria, Va. 22304, two sons, a brother and a sister. The family suggests contributions to the Lombardi Cancer Center, Georgetown University, 3800 Reservoir Road, Washington, D.C. 20007.

Audra Flinn, 67, wife of retired Foreign Service officer Dennis A. Flinn, died of cancer in Kilmarnock, Va., on October 15. She had accompanied her husband on assignments to Sweden, Germany, Australia and Uganda. Mrs. Flinn was active in women's organizations in these countries and was an American Red Cross Gray Lady in Heidelberg. In addition to her husband, of P.O. Box 14, White Stone, Va. 22578, she is survived by two sons and four grandchildren.

Miren de Aretxabala Hinton, wife of Foreign Service officer Deane R. Hinton, died at Georgetown University Hospital in Washington on November 6. She had accompanied her husband on assignments in Washington, Kinshasa and the U.S. mission to the European Communities at Brussels. In addition to her husband, she leaves five children, her father, brother, and sister. The family suggests contributions to the American Cancer Society. ■

Answers to quiz

(See Page 34)

1. The woman is Lucy of the poem "She dwelt among the untrodden ways," by William Wordsworth.
2. This question was asked by Faustus about Helen of Troy, in the Chrisopher Marlowe version.
3. Domitius Enobarus, a friend of Marc Anthony, talking about Cleopatra, according to Shakespeare.
4. This is Celia, by Ben Jonson.
5. The young lady is Mistress Susanna Southwell. The poet is Robert Herrick.
6. The speaker is the judge in John Greenleaf Whittier's ballad "Maud Muller," and the woman is, of course, Maud.
7. The speaker is Friar Laurence, talking to Romeo about Juliet, according to Shakespeare.
8. The reference is to Queen Elizabeth I of England, and is found in the Epistle Dedicatory to the King James version of the Bible.
9. This is Oscar Wilde's description of the French actress, Rosine Bernard, usually known by her stage name, Sarah Bernhardt.
10. P.T. Barnum gave this name to Jenny Lind, soprano.

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LIBRARY BOOKLIST

Selected recent books

The following list of current publications, of interest to the foreign affairs community, was compiled by the Library of the Department.

General

FITZGIBBON, Constantine. *Drink.* New York, Doubleday, 1979. $8.95

(About alcoholism.)

HILL, Melvyn, ed., *Hannah Arendt: the recovery of the public world.* New York, St. Martin's Press, 1979. 384p. $14.95

(Critical essays on the political philosopher and her writings.)

KENIN, Richard and Justin Wintle. *The dictionary of biographical quotation of British and American subjects.* New York, Knopf, 1978. 860p. $25.00

LIEBERSTEIN, Stanley H. *Who owns what is in your head? trade secrets and the mobile employee.* New York, Hawthorn, 1979. 296p. $14.95

LIFTON, Robert Jay. *The broken connection: on death and the continuity of life.* New York, Simon & Schuster, 1979. 495p. $15.95

PETERSEN, William. *Malthus.* Cambridge, Mass., Harvard University Press, 1979. 302p. $17.50

RUFF, Howard J. *How to prosper in the coming bad years: a crash course in personal and financial survival.* New York, Times Book, 1979. 248p.

SAMUELS, Ernest. *Bernard Berenson: the making of a connoisseur.* Cambridge, Belknap Press, 1979. 477p. $17.50

SULLIVAN, Walter. *Black holes: the edge of space, the end of time.* New York, Doubleday, 1979. 303p. $17.95

THOMPSON, Michael. *Rubbish theory: the creation and destruction of value.* New York, Oxford University Press, 1979. 228p.

United States

BROWN, Seyom. *The crises of power: an interpretation of United States foreign policy during the Kissinger years.* New York, Columbia University Press, 1979. 194p. $10.95

DOBKOWSKI, Michael N. *The tarnished dream: the basis of American antisemitism.* Westport, Conn., Greenwood Press, 1979. $22.50

EHRLICH, Paul R. et al. *The golden door; international migration, Mexico and the United States.* New York, Ballantine, 1979. $12.95

HOYT, Kendall K. *Drunk before noon; the behind-the-scenes story of the Washington Press Corps.* Englewood Cliffs, N.J., Prentice-Hall, 1979. $12.95

JARVIS, Howard. *I'm mad as hell.* New York, Times Books, 1979. 310p. $9.95

(The author of Proposition 13 states the case for tax reduction.)

KENNEDY, Edward M. *Our day and generation; the words of Edward M. Kennedy.* New York, Simon & Schuster, 1979. 160p. $12.95

(Excerpts from his speeches, 1969–1979.)

LINDSEY, Robert. *The falcon and the snowman: a true story of friendship and espionage.* New York, Simon & Schuster, 1979. 359p. $12.95

(On two Americans who sold secret information to the Russians.)

PALMER, Gregory. *The McNamara strategy and the Vietnam War: program budgeting in the Pentagon, 1960–1968.* Westport, Conn., Greenwood Press, 1978. 169p. $15.95

PERRETT, Geoffrey. *A dream of greatness; the American people, 1945–1963.* New York, Coward, McCann & Geoghegan, 1979. 893p. $24.95

RINGER, Robert J. *Restoring the American dream.* New York, Harper & Row, 1979. 320p. $12.50

(On eliminating government interference in people's lives.)

STEVENSON, Adlai Ewing. *The papers of Adlai E. Stevenson; vol. VIII, Ambassador to the United Nations 1961–1965.* Ed. by Walter Johnson. Boston, Little, Brown, 1979. $25.00

TEICHMANN, Howard. *Alice: the life and times of Alice Roosevelt Longworth.* Englewood Cliffs, N.J., Prentice-Hall, 1979. 286p. $12.95

WOLFE, Tom. *The right stuff.* New York, Farrar, Straus, 1979. 436p. $12.95

(About the first astronauts.)

WOODWARD, Bob and Scott ARMSTRONG. *The brethren; inside the Supreme Court.* New York, Simon & Schuster, 1979. 467p. $13.95

WYDEN, Peter. *Bay of Pigs: the untold story.* New York, Simon & Schuster, 1979. 352p. $12.95

Area studies

AZRAEL, Jeremy R., ed. *Soviet nationality policies and practices.* N.Y., Praeger, 1978. 393p. $25.00

BETHELL, Nicholas. *The Palestine triangle: the struggle for the Holy Land, 1935–1948.* New York, Putnam's, 1979. 384p. $12.95

FENYVESI, Charles. *Splendor in exile; the exmajesties of Europe.* Washington, New Republic Books, 1979. 281p. $12.95

HOLDEN, Anthony. *Prince Charles.* New York, Atheneum, 1979. 368p. $15.00

KIRBY, D. G. *Finland in the twentieth century.* Minneapolis, University of Minnesota Press, 1979. 253p. $19.75

MAYER, Allan J. *Madame Prime Minister: Margaret Thatcher and her rise to power.* New York, Newsweek Books, 1979. 224p. $8.95

PAKENHAM, Thomas. *The Boer War.* New York, Random House, 1979. $20.00

SAKMYSTER, Thomas L. *Hungary, the great powers, and the Danubian crisis, 1936–1939.* Athens, University of Georgia Press, 1980. 287p. $20.00

YOUNG, Alexander K. *The Sogo Shosha: Japan's multinational trading companies.* Boulder, Colo., Westview, 1979. 247p. $20.00

International relations

BERRY, Albert and William R. Cline. *Agrarian structure and productivity in developing countries.*

(A study prepared for the International Labor Office within the framework of the world employment programme.)

Baltimore, Johns Hopkins Univ. Press, 1979. 248p. $17.50

BONDS, Ray, ed. *The Vietnam war: the illustrated history of the conflict in Southeast Asia.* New York, Crown, 1979. 245p. $17.95

BROWN, Barbara Jean. *Disaster preparedness: advance planning for disaster relief.* Elmsford, N.Y., Published for UNITAR by Pergamon Press, 1979. 120p. $13.50

GREELEY, Andrew M. *The making of the Popes, 1978: the politics of intrigue in the Vatican.* Mission, Kansas, Andrews & McMeel, 1979. 325p. $12.95

International Bank for Reconstruction and Development. *World atlas of the child.* Washington, D.C., The Bank, 1979. 39p.

(Statistics about children around the world.)

MIKESELL, Raymond French. *The world copper industry: structure and economic analysis.* Baltimore, Johns Hopkins Univ. Press, 1979. 393p. $25.00

MUGGERIDGE, Malcolm. *Something beautiful for God: Mother Teresa of Calcutta.* San Francisco, Harper & Row, 1979. $8.95

(Originally published in 1971.)

ROBINSON, Joan. *Aspects of development and underdevelopment.* Cambridge, Cambridge University Press, 1979. 170p. $16.95; $4.95 pap.

SCHALLER, Michael. *The United States and China in the twentieth century.* New York, Oxford University Press, 1979. $9.95 ■

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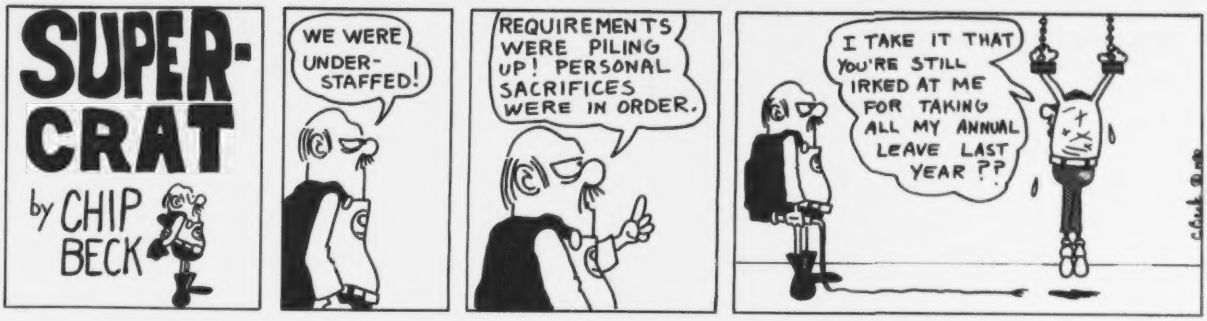
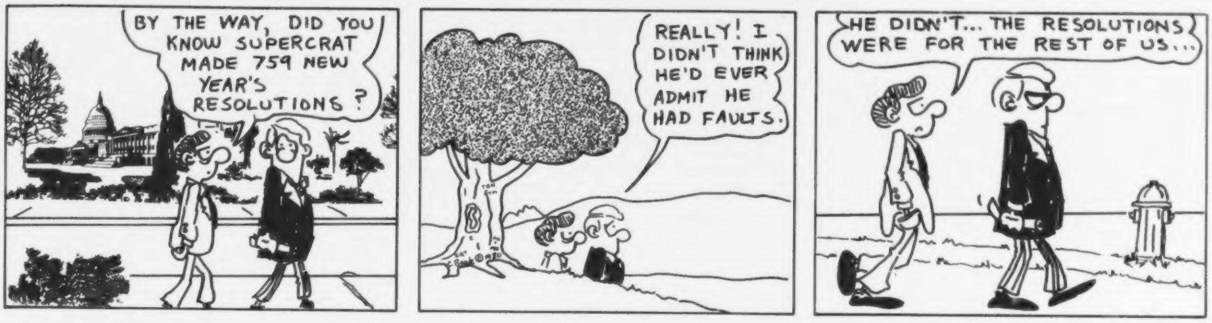
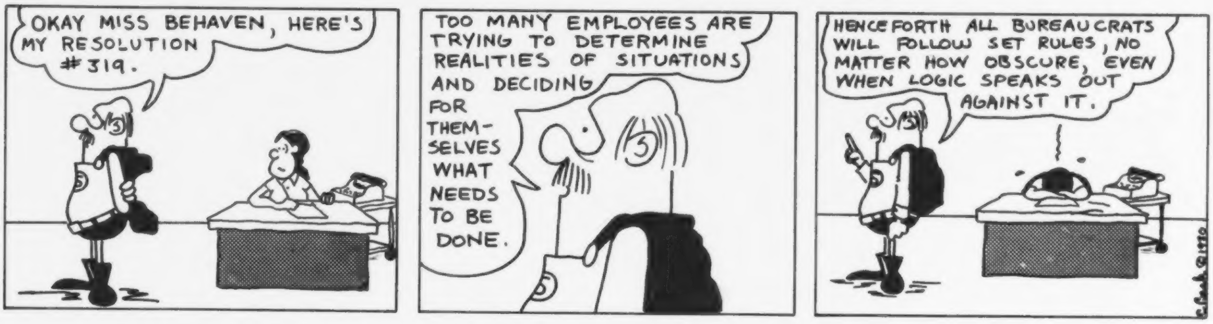

SUPER-CRAT
by CHIP BECK
WE WERE UNDER-STAFFED!
REQUIREMENTS WERE PILING UP! PERSONAL SACRIFICES WERE IN ORDER.
I TAKE IT THAT YOU'RE STILL IRKED AT ME FOR TAKING ALL MY ANNUAL LEAVE LAST YEAR??
C.Beck


BY THE WAY, DID YOU KNOW SUPERCRAT MADE 759 NEW YEAR'S RESOLUTIONS?
REALLY! I DIDN'T THINK HE'D EVER ADMIT HE HAD FAULTS.
HE DIDN'T... THE RESOLUTIONS WERE FOR THE REST OF US...


OKAY MISS BEHAVEN, HERE'S MY RESOLUTION #319.
TOO MANY EMPLOYEES ARE TRYING TO DETERMINE REALITIES OF SITUATIONS AND DECIDING FOR THEMSELVES WHAT NEEDS TO BE DONE.
HENCEFORTH ALL BUREAUCRATS WILL FOLLOW SET RULES, NO MATTER HOW OBSCURE, EVEN WHEN LOGIC SPEAKS OUT AGAINST IT.
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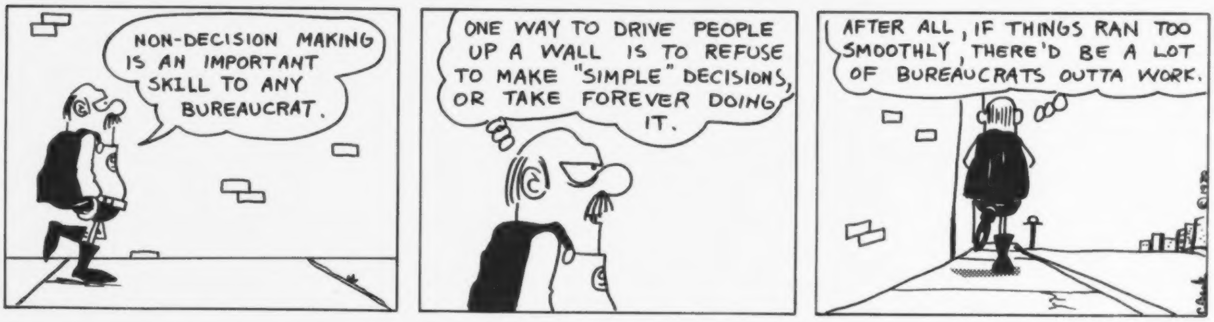
NON-DECISION MAKING IS AN IMPORTANT SKILL TO ANY BUREAUCRAT.
ONE WAY TO DRIVE PEOPLE UP A WALL IS TO REFUSE TO MAKE "SIMPLE" DECISIONS, OR TAKE FOREVER DOING IT.
AFTER ALL, IF THINGS RAN TOO SMOOTHLY, THERE'D BE A LOT OF BUREAUCRATS OUTTA WORK.
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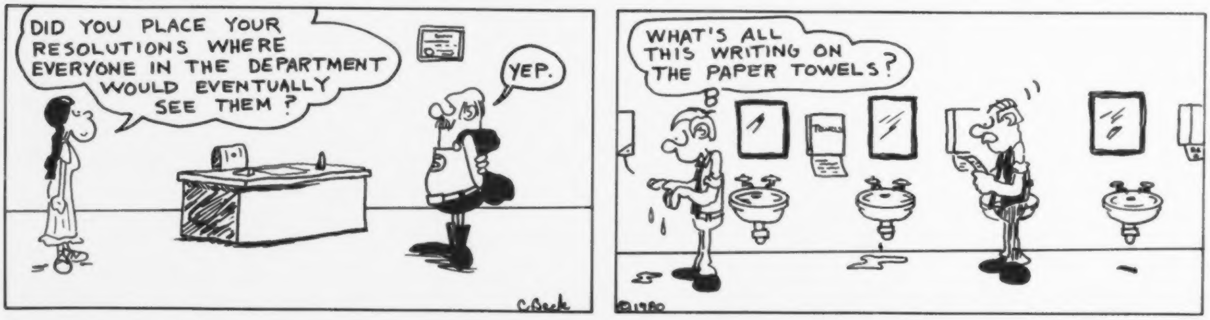
DID YOU PLACE YOUR RESOLUTIONS WHERE EVERYONE IN THE DEPARTMENT WOULD EVENTUALLY SEE THEM?
YEP.
WHAT'S ALL THIS WRITING ON THE PAPER TOWELS?
TOWELS
C.Beck
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LETTERS TO THE EDITOR

'Small minds'

WASHINGTON

DEAR SIR:

I wish to express my opinion on a new State regulation. The regulation prescribing how many square feet a dwelling should have should be immediately stricken from the books by the Secretary. To me it seems an unseemly invasion of privacy written by the same type of small minds that worry over the size of offices. It contributes nothing to diplomacy and is not the sort of thing the Department should be concerned with, or has the right to be concerned with. Whoever was involved with creating this regulation ought to be fired. That would probably ease any housing problems that exist immensely.

Sincerely,
DONALD P. TRADER
FSO-6

Our ex-employees in Vietnam

BANGKOK

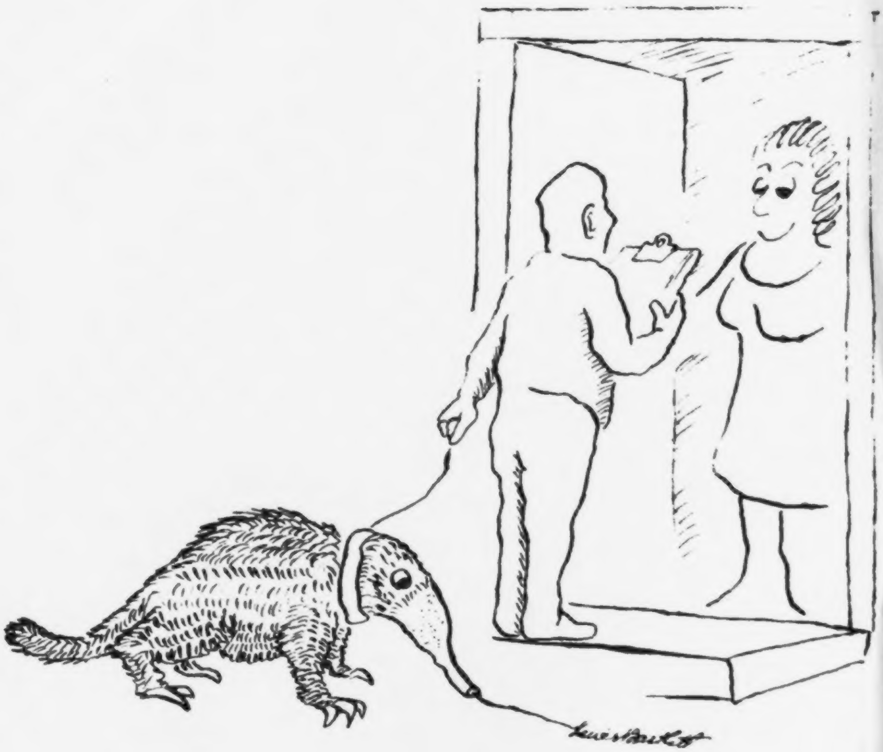
DEAR SIR:

This is a partial reply [the NEWSLETTER did not receive this communication until recently] to Nguyen Hai Son's letter in the NEWSLETTER (August–September). I want him, and others, to know that the U.S. Government has not forgotten former foreign national employees of the U.S. Government who are still in Vietnam. We in the consular section of the U.S. embassy in Bangkok opened a special unit in late August to try to speed up the handling of Vietnamese immigration cases. At that time, there was a backlog of 8,000 Vietnamese cases to be reviewed, with a similar backlog in congressional and public correspondence. Nevertheless, one of the first things we did was to begin trying to help our former foreign national colleagues in Vietnam. We have received letters from some of them, asking for help in emigrating to the United States, and we are doing our utmost to assist them.

Everyone should be aware, however, that U.S. immigration law is quite specific about this particular category of potential immigrants. The law stipulates that several criteria must be met, one of which is at least 15 years of U.S. Government service. Nevertheless, we will carefully consider every case that we receive to see what, if anything, can be done to help former employees, after we confirm previous U.S. Government employment.

We hope that knowing of the existence of this effort to assist former employees will be of some consolation to Mr. Son and others.

Sincerely,
J. ANTHONY ALLITTO
Consul ■



"Yes, ma'am, I'm from GSO. Now on that work order you sent over about the problem you're having with the ants?"

Department of State
NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

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THE COVER—"Tie a yellow ribbon 'round the old oak tree." You may remember a song by that title, but now it's catching on as a symbol of support for the American hostages in Iran. The tree in the photograph is near the Department's C Street entrance. More inside. *(Photo by Donna Gigliotti)*

MIDDLE EAST REPORT

Foreign Service people show solidarity with hostages

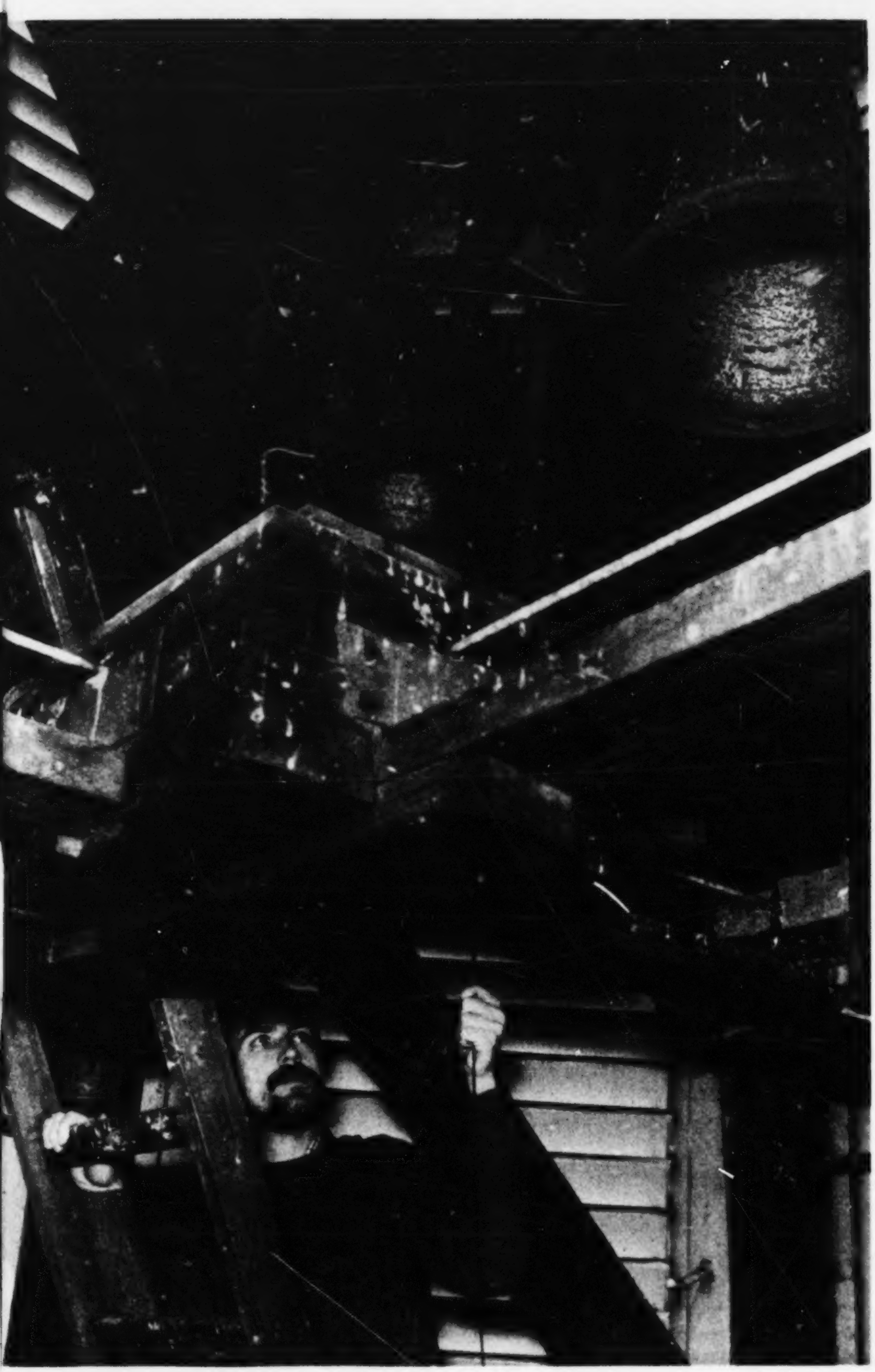
Colleagues at overseas posts pray, petition, write

TEGUCIGALPA—The archbishop of Honduras at a prayer service at the U.S. embassy.

THE WORD has been going out emphatically from 282 Foreign Service posts around the world—a message to the U.S. hostages in Tehran that concern for them is implanted high in the consciousness of the men and women who are their colleagues. The latter are proving this in a number of ways, post by post. A NEWSLETTER roundup has turned up these examples:

In Madrid, some 500 Americans, Spaniards and diplomats of more than 50 nations gathered in a downtown church to show their support and to offer prayers. The interfaith service, organized by the American community, featured remarks by U.S. Ambassador Terence A. Todman and representatives of the Protestant, Catholic, Jewish and Moslem faiths. Spanish government officials from the ministry of foreign affairs and Congress were present. A high point in the ceremony was the lighting of 50 candles by U.S. embassy officers, employees and family members, each signifying a hostage held by Iranian militants since November 4. Ambassador Todman characterized the taking of hostages as "intolerable" and said it created "a situation of uncertainty and insecurity which threatens the safety and well-being of all of us who are called on to represent our country in whatever capacity in another land." He closed his remarks by asking the worshippers to pray "for the authorities and the good people of Iran to get hold of their society and return it to the path of sanity and peaceful relations with other nations."

Similar services, many organized by chapters of the American Foreign Service Association (AFSA), were held at Foreign Service posts in, among other places, Caracas, Nairobi, San Jose, Kingston, Lagos, Vienna, Munich, Rome, Tokyo, London, Athens, Bucharest, Paris, Moscow, Leningrad, Tegucigalpa, Man-



ila, Florence (where church bells were rung widely in the area), Colombo, Gaborone, Oslo, Kinshasa, Hamilton, Brasilia, Geneva, Damascus, Jerusalem, Tel Aviv, Kathmandu, Mexico City, Warsaw, Dakar, Tunis, Accra, Budapest and Brussels.

In Ougadougou, as a sign of concern and support for the hostages, many of the staffers have taken to wearing a square cloth patch that displays a white "T" (for Tehran). Foreign Service nationals, diplomats of other nations and some citizens of Upper Volta are also wearing the symbol.

In La Paz, daily press releases are being distributed to Bolivian press, radio and TV stations under a special logo entitled "Hostages in Iran," with the number of days of confinement printed in the right-hand corner.

In New Delhi, employees of the U.S. mission sent this telegram to the Iranian embassy in Washington: "To the Iranian people: [We] unanimously join the American people in asking that the hostages be freed immediately." Similar messages, many in the form of petitions, also went out from Belgrade ("We. . . are angered by the continuing illegal and barbaric treatment meted out to our colleagues. . . we are deeply worried about the almost certain psychological and probably physical damage which is likely to result from the prolonged physical restraints, isolation and harassment; we fully support the deliberate, calm, restrained and measured efforts by our Government to secure the release of our friends at Tehran. . ."), Bogota, Beijing,

BONN—*Jeff M. Stancil* rings bells of Stimson Memorial Chapel, in the U.S. embassy housing project. Bells have pealed daily since November 30 as a reminder of U.S. hostages being held in Tehran.

Wearing the "T" in Ouagadougou.

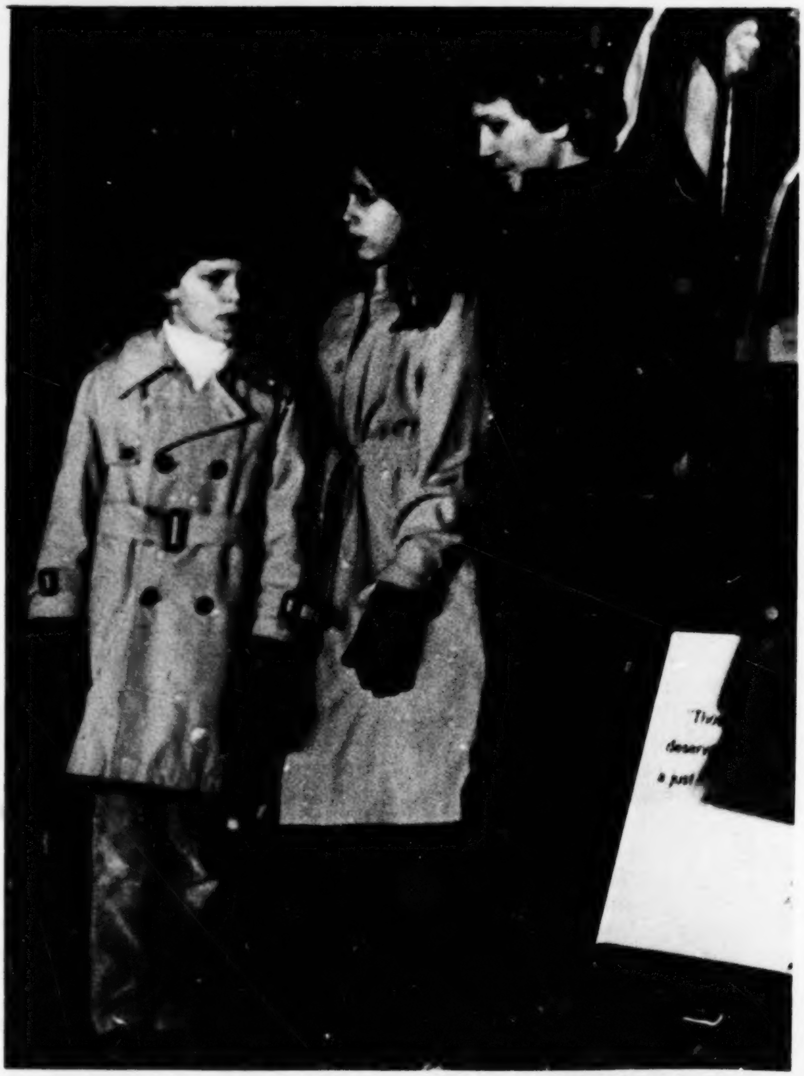
Dacca, Abidjan, Casablanca, Nouakchott and Canberra.

In Tunis, the post has organized a "write-in" campaign. In Ascuncion, the AFSA chapter issued a statement asserting "[We] strongly support the U.S. Government's action in connection with the intolerable situation faced by Americans being held hostage in our embassy in Tehran. We urge the Government not to give in to terroristic blackmail attempt. [We] request the Iranians to carry out the immediate unconditional release of the hostages, as demanded by humanitarian considerations and international practice."

In Nicosia, responding to an initiative by an AFSA representative, the Union of Members of the Foreign Service of the Republic of Cyprus sent this letter to the families of the American hostages: "The Union. . . expresses its deep feelings of sympathy to the families of the American diplomatic personnel held [hostage] and it believes that the inviolability of diplomatic agents established since time immemorial should be fully respected in all countries by all concerned." A similar resolution was adopted and transmitted by the Quito Diplomatic Association and, in London, by the Diplomatic Service Association—the United Kingdom's AFSA counterpart.

Khartoum was one of many places where a videotape, "Hostage," was shown, and where staff members arranged discussions with groups of university students, political leaders and journalists.

One of the hostages had been a member of the Sinai Field Mission when he went to Tehran on a temporary duty assignment (he was scheduled to return to the Sinai on November 29). His friends at the field mission sent flowers to the hostage's family, with this message: "By the time you receive this [we] have high hopes that your son will have been released. . . All of his many friends here are hoping that the situation in Tehran will be resolved shortly and look forward to having him back with us again."



WASHINGTON—Some of the children of the U.S. hostages of Iran, at a recent ceremony at the Lincoln Memorial. ***(National Park Service photo)***

(Photo by Donna Gigliotti)

'A Yellow Ribbon'

PENNE LAINGEN, wife of Bruce Laingen, one of the Americans in Tehran, was asked by a reporter how she has managed to hold up so well under the stress of the Iranian crisis, and whether she has any suggestions to pass along to others.

"I gave several suggestions," said Mrs. Laingen, "and at the end of the conversation, I said: 'And tie a yellow ribbon 'round the old oak tree,' " which Mrs. Laingen had already done, to signify support for the hostages. From that time, the gesture has spread like wildfire in this area. "Reston picked it up, then Loudon County, then Gaithersburg, then Columbia," said Mrs. Laingen. "Gail Carlson, an AID wife, *really* picked it up. She took charge of putting ribbons on the trees at Chevy Chase Circle and the embassies," she said.

"Just to let you know how far it's gotten," Mrs. Laingen continued, "I got a box from my cousin in California and, when I opened it, a yellow ribbon fell out with a note saying: 'My deep faith continues . . . and I hope that when Bruce gets home, you'll put this around you both and tie it extra tight.' "

Most of the trees outside the Department building—and even a few street lamps and police call boxes—have yellow ribbons streaming in the wind.

State is swamped with mail on behalf of hostages

"OH MY GOD, it just hasn't stopped," said Sue Haufe, chief of the Correspondence Management Division, in the Bureau of Public Affairs, as she spotted three more bulging boxes of mail on the Iranian crisis. "We've been getting 4,000 to 6,000 letters a week since November, when the crisis began," she said. "And believe it or not, every letter gets an answer."

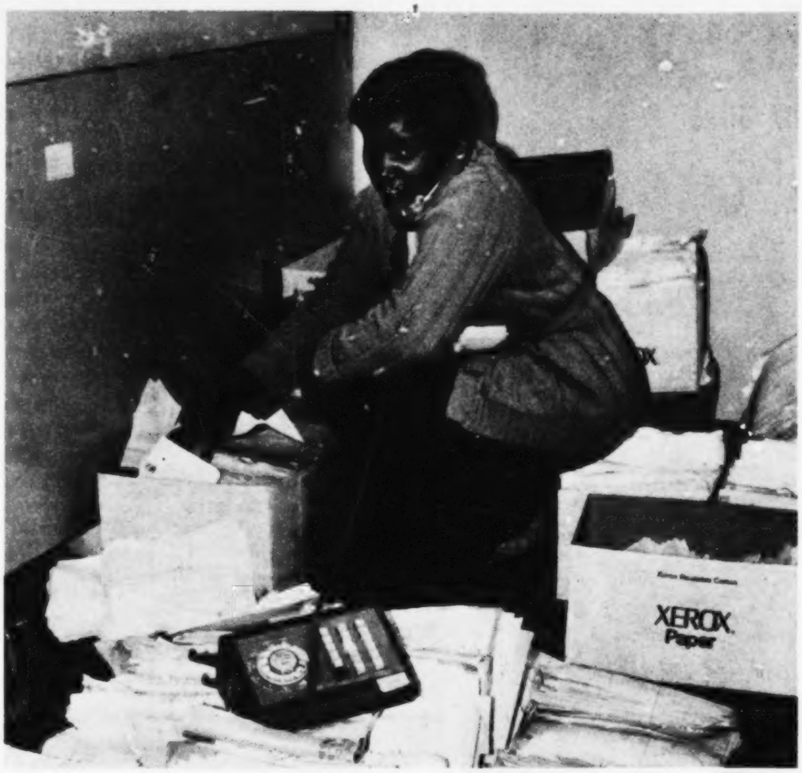
"We get nearly all the White House mail on Iran," said Paul Auerswald, chief of the bureau's Office of Public Communications. Harold Heilsnis, "team leader" in the correspondence division, said: "Usually about 30% to 40% of the mail we handle comes from the White House. But now it's up to 85% because of all the mail on Iran." The White House gives the division a nine-day deadline for answering mail, which the staff has continued to meet in spite of the sudden flood of letters.

The division recently resorted to using printed postcards in reply to some letters, instead of the usual individual responses. "We've never used cards before, but we've gone to the cards to help us keep caught up," said Ms. Haufe. "If the deluge dies down, we'll go back to individual responses," she added.

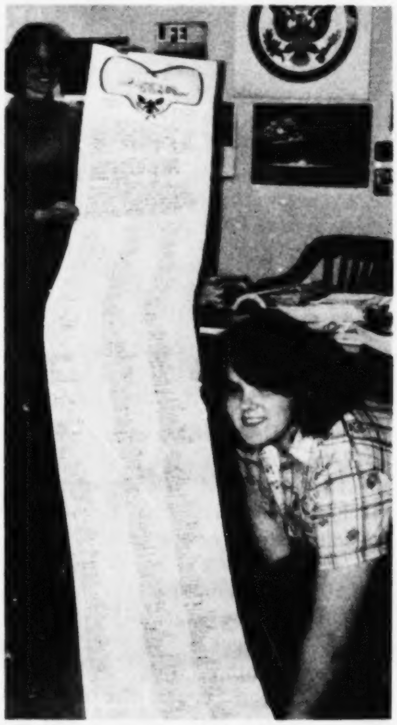
"We're facing burnout," said Suzanne Monti, one of the 13 staff members responsible for answering the letters. Although they've had help from other bureaus and offices, working with this daily landslide of letters causes considerable strain, said Edna Sherrill, another staff member. Understandably. Their fifth-floor office looks like the post office. Through overtime work and the use of the printed cards, the bleary-eyed staff has been answering an average of 1,500 letters a day.

Youngsters do their share of contributing to the mountain of mail. One section of the office floor is stacked with children's mail, including a letter in Braille from an 11-year-old wishing the President luck in getting our people back. Many children say that they talk about Iran in their classes. Some understand, some don't. Here's an excerpt from the letter of an elementary student in the State of Washington:

"My best friend Nicole and I, at recess got so worried [about the possibility of a war] we started crying about it. Then our teacher explained to us all about it. Now we know. I haven't been so involved in anything like this in my life. I want you [President Carter] to know that I am willing to support you in this. So is Nicole. Thank you for everything you are doing. It must be hard for you. Your friend, ______. P.S. Say hi to Amy."



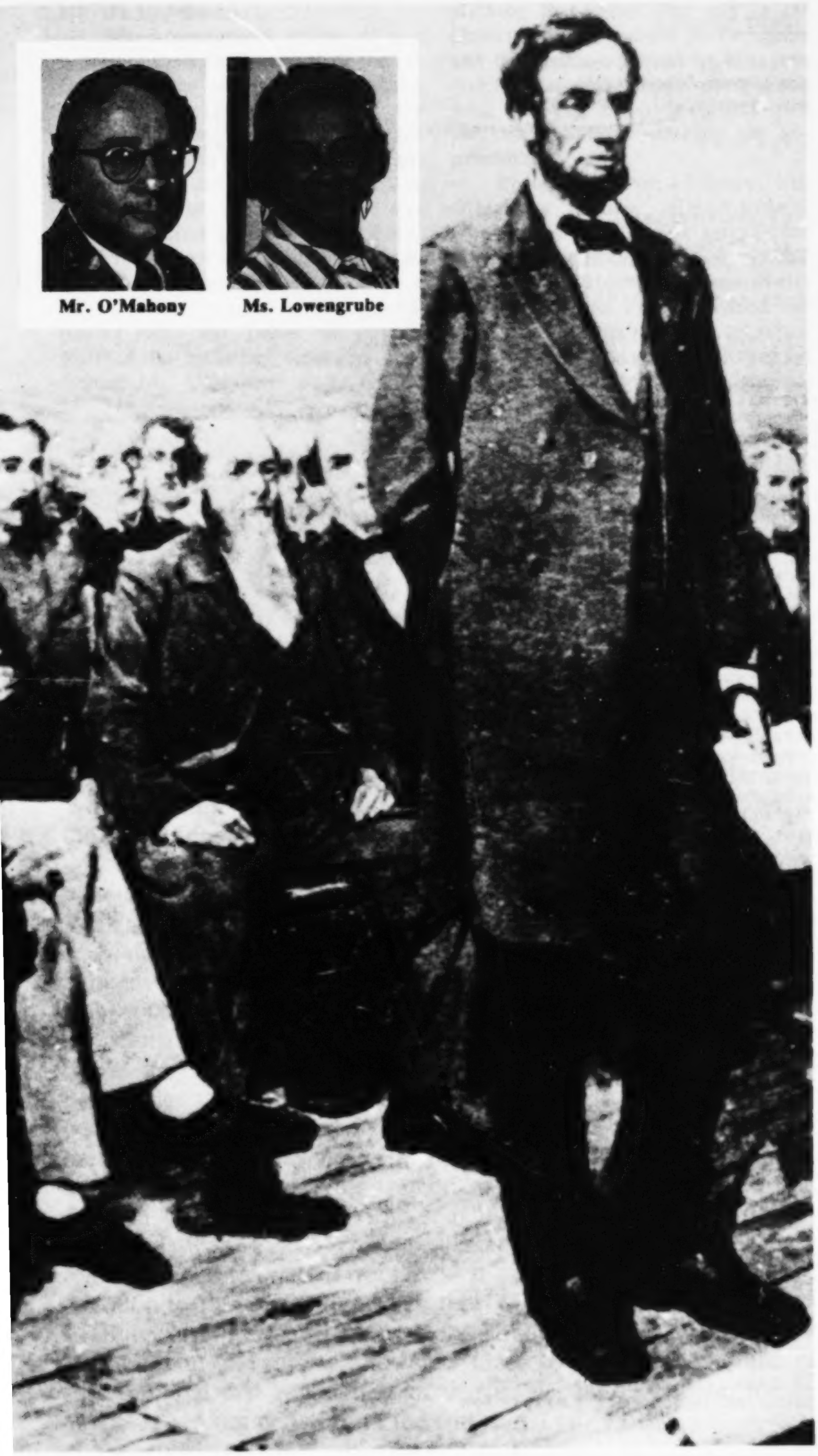
Edna Sherrill* digs through the deluge. *(Photos by Donna Gigliotti)



***Elena Albamonte* and *Michele Bowling* with a petition of support for the hostages, from students in Illinois.**

Retirement bill for hostages

Senator Max Baucus (D.-Mont.) has introduced legislation to give the hostages in Iran an additional year of service credit, towards retirement, for the time they will have been held captive. ■



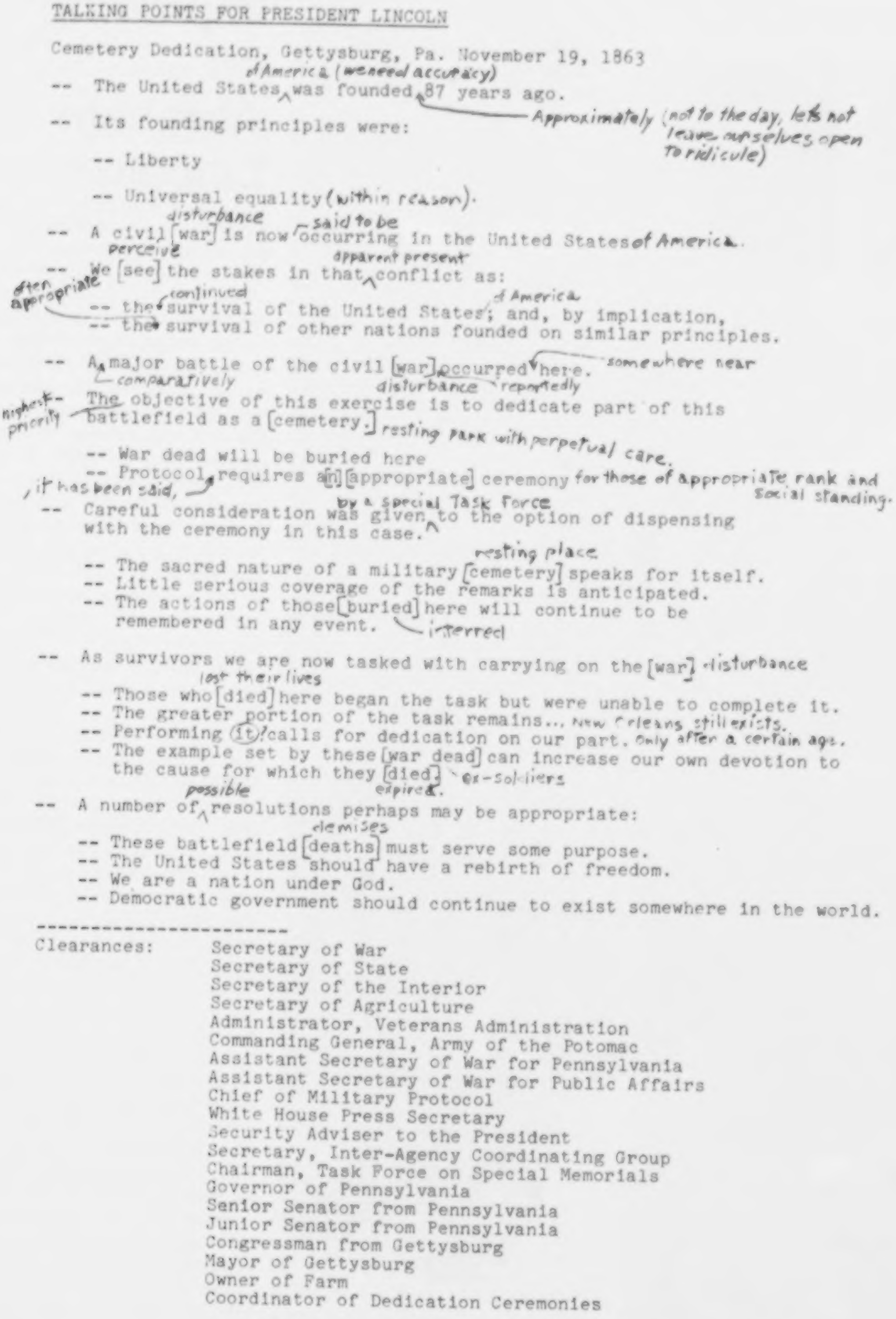
Mr. O'Mahony

Ms. Lowengrube

'Improving' on Abraham Lincoln

JOSEPH E. O'MAHONY, a man of Lincolnesque pretensions, is the 1980 winner of the Newsletter's "What's It Say?" Award, cosponsored with the National Association for the Advancement of Bureaucratic Prose (NAABP). Mr. O'Mahony is a Foreign Service officer who had been working in Washington. He fled to Trinidad and Tobago, taking an assignment there as deputy chief of mission, when it was discovered that he participated in a plot to rewrite President Lincoln's Gettysburg Address. His role in the affair was disclosed to the Newsletter by Bette Lowengrube, a secretary in the Office of Economic Policy, Bureau of Inter-American Affairs, who worked for Mr. O'Mahony and confessed that she had typed one of the revisionist drafts.

The Newsletter takes no position on whether President Lincoln would have become more famous had he delivered a lengthier speech in 1863, from "talking points" such as those that Mr. O'Mahony helped develop. The 'What's It Say?'' Award does not necessarily imply, either, that Mr. O'Mahony's version has higher literary merit than Mr. Lincoln's, but it should be obvious that Mr. Lincoln today would have had great difficulty winning the award for himself because he had a tendency to be too lucid in his writing. The reason for printing both the O'Mahony and the Lincoln products here is to give each Department employee who, like most bureaucrats, might be offended by the English language (especially in its concise form) an opportunity to compare the two, with the object of pointing up pitfalls to avoid in the composition of classic, authoritative, full-blown bureaucratic prose—the kind that normally results in the Government promoting you (Mr. Lincoln,



TALKING POINTS FOR PRESIDENT LINCOLN

Cemetery Dedication, Gettysburg, Pa. November 19, 1863

-- The United States of America (we need accuracy) was founded Approximately (not to the day, let's not leave ourselves open to ridicule) 87 years ago.

-- Its founding principles were:

-- Liberty

-- Universal equality (within reason).

-- A civil [war] disturbance is now said to be occurring in the United States of America.

-- We [see] perceive the stakes in that apparent present conflict as:

-- the often appropriate continued survival of the United States of America; and, by implication,
-- the often appropriate survival of other nations founded on similar principles.

-- A comparatively major battle of the civil [war] disturbance reportedly occurred somewhere near here.

-- highest priority The objective of this exercise is to dedicate part of this battlefield as a [cemetery.] resting park with perpetual care.

-- War dead will be buried here
-- Protocol, it has been said, requires a[n] [appropriate] ceremony for those of appropriate rank and social standing.

-- Careful consideration was given by a special Task Force to the option of dispensing with the ceremony in this case.

-- The sacred nature of a military [cemetery] resting place speaks for itself.
-- Little serious coverage of the remarks is anticipated.
-- The actions of those [buried] interred here will continue to be remembered in any event.

-- As survivors we are now tasked with carrying on the [war] disturbance

-- Those who [died] lost their lives here began the task but were unable to complete it.
-- The greater portion of the task remains... New Orleans still exists.
-- Performing (it) calls for dedication on our part. Only after a certain age.
-- The example set by these [war dead] ex-soldiers can increase our own devotion to the cause for which they [died] expired.

-- A number of possible resolutions perhaps may be appropriate:

-- These battlefield [deaths] demises must serve some purpose.
-- The United States should have a rebirth of freedom.
-- We are a nation under God.
-- Democratic government should continue to exist somewhere in the world.

Clearances:
- Secretary of War
- Secretary of State
- Secretary of the Interior
- Secretary of Agriculture
- Administrator, Veterans Administration
- Commanding General, Army of the Potomac
- Assistant Secretary of War for Pennsylvania
- Assistant Secretary of War for Public Affairs
- Chief of Military Protocol
- White House Press Secretary
- Security Adviser to the President
- Secretary, Inter-Agency Coordinating Group
- Chairman, Task Force on Special Memorials
- Governor of Pennsylvania
- Senior Senator from Pennsylvania
- Junior Senator from Pennsylvania
- Congressman from Gettysburg
- Mayor of Gettysburg
- Owner of Farm
- Coordinator of Dedication Ceremonies

it is clear, would have never made it into the upper ranks).

Ms. Lowengrube, telling all to a reporter, gave this account of the affair: "It was an ordinary working day, and Mr. O'Mahony routinely gave me this memo with attachments and asked me to retype it showing his additions and corrections, and then to circulate it for 'clearances.' He was the office director, so I did as I was told. I was part way through the typing when I realized that—wait a minute!—this wasn't anything happening today but, rather, an attempt to alter the historical record. I confronted Mr. O'Mahony about it, and he tried to dismiss it as a joke, explaining that some wise guy in the Department had passed on the memo and the 'talking points' to him, and that he was now merely going along with the gag by putting his own touches on it and widening the distribution."

Reached in Port-of-Spain, Mr. O'Mahony, initially, feigned surprise when the Newsletter questioned him. Then he said: "I'm flattered that you appreciated the piece Bette passed on to you. I prefer to think that her really wonderful sense of humor is what motivated her. Frankly, though, I've forgotten the details—that is, whoever it was in the Department who forwarded the memo to me, etc., and where it was sent afterward."

Ms. Lowengrube, documenting her story, gave the Newsletter a copy of the draft memo that Mr. O'Mahony had casually left on her desk, asking that it be retyped. Referring to President Lincoln's speech as delivered, as if it were still open for revision, the memo said: "This speech has a lot of problems. Extensive rewriting is necessary to achieve the clear, concise language and straightforward format that approved Government style requires. An interoffice team has labored to come up with an appropriate substitute . . . . We feel the result has been a substantial improvement. We are in the process of obtaining necessary clearances on this 11th and, hopefully, final draft." [The real Gettysburg Address, of course, was written by Mr. Lincoln himself, working alone; only a first and second draft were required.] Mr. O'Mahony penciled in these comments on the draft memo he had ostensibly received from someone else in the Department: "Must be redone. Make the event sound more important. Get rid of the substance, stick to style, stop trying to educate people . . . Talk more about the need to deal with inflation." On the preceding page, as the Newsletter's Exhibit A, is a facsimile of the accompanying "Talking Points for President Lincoln" sheet that Mr. O'Mahony gave to Ms. Lowengrube, showing Mr. O'Mahony's editing. And on this page is the address actually heard at Gettysburg in 1863, immortalized since.

There are those who, even today, say it is possible to acquire an admiration for Mr. Lincoln's prose. With the anniversary of the Great Emancipator's birth occurring this month, they thought it would be appropriate for the Newsletter to publish the address in its entirety. The editors agree it is probably worth reading—providing, of course, that you are one of those who are hung up on American ideals and are searching for some way to express them.

—Sanford Watzman

The Gettysburg Address

FOURSCORE and seven years ago our fathers brought forth on this continent a new nation, conceived in liberty and dedicated to the proposition that all men are created equal.

Now we are engaged in a great civil war, testing whether that nation or any nation so conceived and so dedicated can long endure. We are met on a great battlefield of that war. We have come to dedicate a portion of that field as a final resting-place of those who here gave their lives that that nation might live. It is altogether fitting and proper that we should do this.

But, in a larger sense, we cannot dedicate, we cannot consecrate, we cannot hallow this ground. The brave men, living and dead, who struggled here have consecrated it far above our poor power to add or detract. The world will little note nor long remember what we say here, but it can never forget what they did here. It is for us the living, rather, to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us, that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion; that we here highly resolve that these dead shall not have died in vain; that this nation, under God, shall have a new birth of freedom; and that government of the people, by the people, for the people, shall not perish from the earth.

NEWS HIGHLIGHTS

State is seeking 99 additional positions in '81 budget

Needs grow in consular, reporting areas

THE DEPARTMENT is asking Congress for authority to hire 99 additional persons in the next fiscal year, which begins October 1. The total reflects new requirements, such as expanded political and economic reporting and analysis—primarily at overseas posts—and increasing consular and passport workloads.

In all, the Department is requesting 289 new positions for reporting and analysis (94), passport and consular work (178), and for staffing of the new Caribbean consulate general at Antigua and the new consulate at Port Harcourt, Nigeria (17). These increases are partially offset by reductions. One such reduction involves 121 visa-processing positions in 31 countries where there are low levels of visa fraud. The budget also reflects the President's decision to close nine consulates, plus savings stemming from a shift to a 10-year U.S. passport, in lieu of the present 5-year passport. The Department is transferring 679 positions to the new Foreign Commercial Service in the Department of Commerce. The result of all these moves is the net increase of 99 positions.

Overall, State is seeking $1,581,527,000 for fiscal year 1981. This is up $161.3 million over current fiscal year spending estimates. The budget, which the Comptroller's Office terms "lean and austere," calls for a total of 16,393 positions at home and abroad.

On the congressional front, Secretary Vance was to testify February 1 before a panel of the Senate Appropriations Committee chaired by Ernest F. Hollings (D-S.C.). He is scheduled to appear February 19 before a panel of the House Appropriations Committee chaired by John Slack (D-W.Va). Other Department witnesses are to follow the Secretary and discuss the Department's budget at open sessions of the House subcommittee, February 20-22. Senate subcommittee hearings are scheduled to resume February 25-26.

The Carter administration's budget for fiscal year 1981 contains a section on "International Affairs," which says in part: "The most important resource in the administration of foreign affairs of the United States is dedicated and competent officers and employees. Those people must be supported and their productivity augmented. Additional Foreign Service officers are requested to improve the reporting and analysis of events and trends from selected diplomatic missions abroad. Increasing consular workloads abroad require additional staff. Planned improvements in communications, administrative, and passport and visa issuance systems will make staff resources more productive and effective. Efforts will continue to improve the working and living space of employees abroad and to reduce expensive leasing costs. A new single pay structure is being developed for Foreign Service employees. It will more accurately compensate for each level of work responsibility and better link those levels to comparable levels of the General Schedule for the Civil Service. The necessary additional appropriations will be requested as soon as the new structure is completed.

"At the same time, this budget reflects reductions in certain marginal activities. At the direction of the President, 12 small consulates are being closed. The administration proposes to cease the issuance of nonimmigrant visas for citizens of 31 nations where such visas are not required of Americans and where there is little incidence of fraud in applying for visas. . . ."

In the 1981 budget, the Department proposes to close nine consulates which President Carter has concluded are marginal. They are in Nice, France; Salzburg, Austria; Turin, Italy; Bremen, West Germany; Goteburg, Sweden; Tangier, Morocco; Mandalay, Burma; Brisbane, Australia; and Surabaya, Indonesia.

Also in the proposed budget is a "Buying Power Maintenance Fund"—a new appropriation request of $20 million. It will enable the Department to offset losses in other appropriations due to exchange rate losses or unbudgeted wage or price increases overseas. Similarly, deposits will be made to the fund from surpluses arising from foreign exchange or lessened overseas inflation.

In the current fiscal year, travel is being reduced from 15-20% in the bureaus, while procurement of equipment is being cut by 40%. However, the Department is requesting that these reductions be restored in fiscal year 1981.

The foreign buildings program, reduced by $19 million in fiscal year 1980, would be reduced again by $19 million in fiscal year 1981. This will mean a slower-than-desired rate of acquiring staff housing and other facilities abroad.

Foreign Commercial Service in business as of April 1

The Foreign Commercial Service (FCS) spawned by a presidential reorganization plan (NEWSLETTER, November) will come into existence on April 1. The new service, part of the Department of Commerce, will function under the authority of the Foreign Service Act of 1946, according to an executive order issued January 2. It will develop its own corps of officers and staff. Commerce has already addressed a mailing describing its plans to all Foreign Service officers in the economic/commercial cone, and is planning meetings with commercial officers at regional conferences abroad in coming months. The FCS will be interested in attracting FSOs with experience in commercial affairs to become foreign commercial officers.

In the meantime, State retains a lead role in the economic field, and will continue to need its own reservoir of talented officers familiar with commercial and export promotion programs. Economic/commercial cone FSOs have been encouraged to continue bidding on commercial positions not only because of the Department's commitment to assist during the transition period but also because expertise in commercial work is expected to be of continuing value in the careers of those officers. Early indications are that FSOs are bidding on commercial positions opening up in 1980 at about the same rate as they did last year.

In a recent message to all ambassadors whose posts are affected by the trade reorganization plan, Secretary Vance stated his intention "that the Department and the Foreign Service maintain the strongest possible role in economic matters." He told each ambassador: "One of your principal requirements in the light of trade reorganization will be to ensure the productive and continuing coordination of our economic and commercial activities in the overall interests of your mission . . . Our goal has to be to work together in a way which maximizes the effectiveness of our trade promotion activities."

State and Commerce have agreed on a plan for the phased transfer over a four-year period of 162 commercial officer and trade promotion officer positions in 65 countries, and for the transfer of 487 Foreign Service national positions to the FCS. In addition, a ruling by the Office of Management and Budget requires State to provide 30 more positions for support of the commercial function. Most of these positions can be transferred to Commerce without affecting the present tours of any person in the Department or abroad. Incumbents in these positions will be invited to complete their tours in the same jobs, technically on detail to—but not transferred to—Commerce until that time.

At the end of their tours, they will be transferred to State positions, at which time Commerce will become responsible for filling the 30 positions being vacated by the incumbents.

16 eyed for selection-out

Sixteen Foreign Service employees have been identified for selection-out by the 1979 performance standards boards, according to the Office of Performance Evaluation. In the previous year, the boards had identified 14 for selection-out. Of the 14, 10 retired voluntarily. Two appealed; one decision was overturned and one upheld. Decisions on the two remaining officers, who filed grievances, are pending.

Read asks for a new financial management system for State

Under Secretary Ben H. Read has asked for bids from private contractors to assist in the design of a new financial management system for the Department. This action initiates the process of upgrading the Department's present system to a modern system. The proposal provides for the contractors to work with Department officials in all bureaus and offices in surveying operations to determine requirements and incorporate them into a conceptual design of the system. While a project team from the Office of the Comptroller will be principally responsible for interface with the contractors, personnel in almost every organizational unit will be interviewed by the contractors and involved in the system development.

The contractors will be selected by a panel composed of representatives from the Office of the Director General, the Bureau of Administration, the Bureau of Consular Affairs, the Bureau of East Asian Affairs and the Office of the Comptroller. Roger B. Feldman, comptroller, will administer the project and assure coordination with all bureaus, offices and overseas establishments.

The system will be designed to be responsive to foreign policy and operational requirements. It will serve the needs of first-line managers, the bureaus, the functional offices, the central offices, the Priorities Policy Group and other top management officials. It will cover all functions, programs and activities of the Department, both domestic and overseas.

The major objective of the system is to provide cost and program information needed to acquire and allocate resources among competing priorities, and to assure that the resources are used with the greatest effectiveness to accomplish foreign policy and program objectives. Cost and program information included in financial reports, based on a uniform reporting structure, will permit a meaningful comparison of operations. Coupled with quantifiable data, these reports will facilitate bureau and central management's review of the cost of activities and analysis of performance against approved plans.

"The intricate and rapidly changing aspects of foreign policy require responsive adjustments of resources according to our priorities," Mr. Read said. "A valid and meaningful information system is essential to make proper and timely management decisions in such an environment. In a period of ever-increasing budgetary and personnel stringencies—and taxpayer sensitivity—this capability is more vital than at any time in the past."

The project has received support from Congress, the Office of Management and Budget and the General Accounting Office. The financial management system will, in addition to meeting the Department's needs, be designed to provide data to satisfy the requirements levied upon State by various other executive and congressional elements, including those agencies for which State performs accounting services.

Financial disclosure reports will be due

High-level Department employees are asked by the Legal Adviser's Office to keep in mind, as the tax season approaches, that annual financial disclosure reports for 1979 will be due. The 1978 Ethics in Government Act requires that all employees classified at GS-16 or FSO/R-2 or above file an annual public information return disclosing financial and related information for the employee, spouse and dependent children. The statutory reporting date is May 15. This deadline may be extended, as the forms are being revised and may not be available in sufficient time.

"Affected employees may remember filling out Form 278 last year," the legal office said. "The revised form will call for the same type of information. As you assemble information for tax returns, you may wish to prepare for the financial disclosure reporting as well. Persons expecting to take extended leave, or to be reassigned in spring or early summer, are particularly advised not to pack or leave behind this information, to ensure that it is available for reference to permit filing of the completed form by the deadline."

The information required is generally as follows, subject to certain exceptions which will be identified on the form and accompanying instructions: (1) sources and amounts of gross income received, including dividends, rent, interest, capital gains, wages, honoraria, etc.; (2) gifts and free or reimbursed lodging, transportation, foods and entertainment received (U.S. Government reimbursements are not included); (3) business, investment, and income-producing assets, including stocks, bonds, partnership interests, savings, interests in rental property, and debts due; (4) liabilities owed to any creditor of more than $10,000; (5) purchases and sales of real or personal property, including securities; (6) positions held with any business enterprise, nonprofit organization or other institution apart from the U.S. Government; (7) relationships or arrangements with former, future or outside employers.

This information is required for the employee, spouse and dependent children. Persons filing for the first time will be required to report on positions held, and on compensation received, for 1978 and 1979.

Panama treaty affairs

The Office of the Special Representative of the Secretary for Panama Treaty Affairs has been closed. The work of the office is being carried on by the Office of Panamanian Affairs in the Bureau of Inter-American Affairs. Richard R. Wyrough is the point of contact there for Panama treaty affairs.

Black officers elect

James A. Parker, a retired State employee, has been elected president of the Thursday Luncheon Group, an organization composed of black officers of the foreign affairs agencies. The vice presidents are Lucius A. Jackson, for State; James D. Singeltary, for AID; and Claudia Anyaso, for ICA. Other members of the 1980 slate: Constance Jordan, ICA, secretary; Virginia A. Butler, State, program chairwoman; and Griffith J. Davis, AID, treasurer. ■

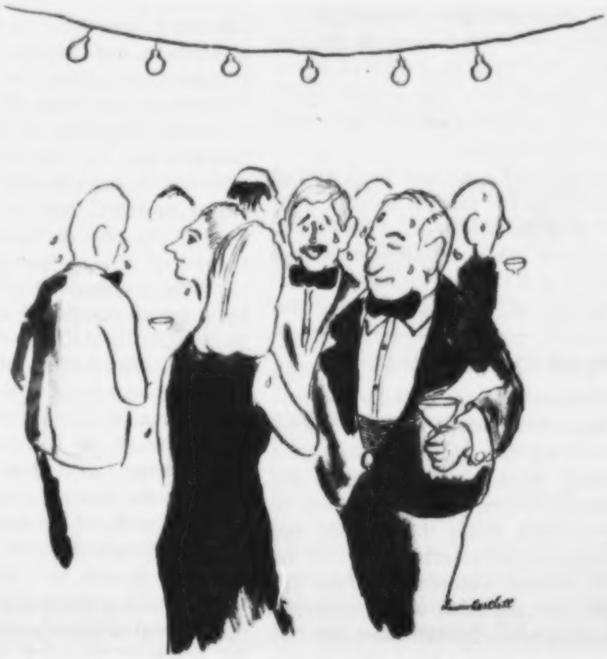
No Kiev consulate now

Department spokesman Hodding Carter III announced on January 8 that, in the wake of events in Afghanistan, the United States has suspended plans to open a consulate general in Kiev NEWSLETTER, January, Page 19). The seven Foreign Service families in the Ukrainian city are to be withdrawn, as will 17 Soviet consular officials and their families in New York, where a Soviet consulate was to be established.

Our Very Own Chronicle

Fifteen years ago, in February, the NEWSLETTER reported that:

President Johnson named Thomas C. Mann as under secretary for economic affairs and Jack Hood Vaugn as assistant secretary for inter-American affairs . . . . . Seven new ambassadors were chosen: Dwight J. Porter, Lebanon; Armin Henry Meyer, Iran; Raymond C. Guest, Ireland; C. Robert Moore, Mali; Angier Biddle Duke, Spain; Robert C. Good, Zambia; and Geoffrey W. Lewis, Mauritania . . . . . Thomas L. Hughes, director, Bureau of Intelligence and Research, was one of the "10 outstanding young men" in the Government to win the Arthur S. Flemming Award . . . . . Carol C. Laise, deputy director, Office of South Asian Affairs, was one of six winners of the Federal Woman's Award.



"I have the perfect solution, you know. One big party every year and call it 'EVERYBODY'S' national day."

APPOINTMENTS

Deane Hinton domain: economic affairs

Mr. Hinton

Deane R. Hinton, former U.S. representative to the European Communities in Brussels and a former ambassador to the Republic of Zaire, is the new assistant secretary for economic and business affairs. He succeeds Julius L. Katz, who retired.

Secretary Vance, in remarks at Mr. Hinton's swearing-in, lauded the veteran Foreign Service officer as "perhaps the most experienced economic professional in the Department today, which is why he was chosen for this position." He added: "We are entering a decade full of challenge to the world economy . . . Problems are straining the fabric of international economic cooperation. Finding policies to deal with them will require . . . a key role for the Department in U.S. economic policy-making. If we are to play that role well, we must have a strong and imaginatively-led bureau . . . I know that some have expressed concern about the role the Department can and will play in the wake of the new trade reorganization. Some have raised questions about the economic bureau's responsibilities in the years ahead. Mr. Hinton's appointment is tangible proof of my strong commitment to maintaining the central role the Department and the economic bureau play in the formulation and execution of American economic and commercial policy."

Mr. Hinton joined the Foreign Service in 1946, becoming chief of the political section in Damascus. He later held assignments as principal officer in Mombasa, 1949–51; student at the Fletcher School of Law and Diplomacy and at Harvard, where he studied economics, 1951–52; international finance officer, Paris, 1952–55; chief of the West Europe branch and then chief of regional European research in the Bureau of Intelligence and Research, 1955–58; and chief of the overseas development and finance section, U.S. mission to the European Communities, Brussels, 1958–61.

Mr. Hinton returned to Washington in the latter year and was assigned to the National War College. Following his studies there he was appointed chief of the Commodity Programming Division in the Bureau of Economic Affairs. From 1963 to 1967 he was director of the Office of Atlantic Political-Economic Affairs, in the Bureau of European Affairs. In recent years he has held assignments as director of the AID mission and counselor for economic affairs in Guatemala—on detail to AID, 1967–69; director of the AID mission and counselor for economic affairs in Santiago, also on detail to AID, 1969–71; and assistant executive director of the Council on International Economic Policy—on detail to the White House, 1971–73. He became the council's deputy executive director in 1973.

After serving as envoy to Zaire, 1974–75, Mr. Hinton was promoted to career minister in the Foreign Service. He also was appointed senior adviser to the under secretary for economic affairs. He was then named to the Brussels post, where he served with the rank of ambassador.

Born in Fort Missoula, Mont., on March 12, 1923, Mr. Hinton received a bachelor's from the University of Chicago in 1943. He served in the Army as a second lieutenant, 1943–45. He won the Department's Superior Service Award in 1963. Mr. Hinton is a widower with 10 children.

Ledsky: Olympics coordinator

Nelson Ledsky has been designated to undertake the Department's direction and coordination of the issue of U.S. participation in the Olympics. Mr. Ledsky is also the point of contact with other Government agencies, Congress, the press and the public. His office is in the task force area of the Operations Center.

Harlem churchman gets U.S. post at UN

Mr. McCall

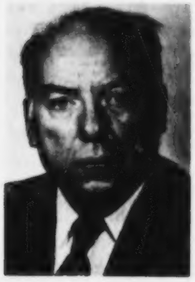
H. Carl McCall, a former New York state senator, is the new alternate U.S. representative for special political affairs in the UN. Mr. McCall, who has the rank of ambassador, succeeds Richard Petree, who has become deputy U.S. representative in the Security Council.

Mr. McCall was deputy administrator of the New York City Human Resources Administration, 1967–68. From 1971 to 1975 he was executive director of the Florence and John Schumann Foundation. Earlier in his career he was project director of the Taconic Foundation, 1965–72. Mr. McCall also is an ordained minister of the United Church of Christ and a preaching minister at Metropolitan Community United Methodist Church, in Harlem. He has served as secretary for the urban church of the United Church of Christ and as a consultant to the Ministerial Interfaith Association of Harlem. He also is a staff member of the New York City Mission Society.

Active in civic affairs, Mr. McCall is chairman of the New York City Council Against Poverty; a member of the boards of the Phelps-Stokes Fund; Center for New York City Affairs, New York School for Social Research; New York Urban Coalition; Grenville Clark Fund; and New York Regional Plan Association. He is chairman of the Citizen's Voter Education Committee of New York State, the editorial board of the New York Amsterdam News, National Association of Minority Broadcasters and the United Board for College Development. He also is a member of the advisory board, African American Institute, and president of the Inner City Broadcasting Corp. He is honorary canon of the Cathedral of St. John the Divine, New York.

Born in Boston on October 17, 1935, Mr. McCall received a bachelor's from Dartmouth in 1958, and a master's in divinity from Andover Newton Theological School in 1963. He also took graduate studies at the University of Edinburgh. He served in the Army as a second lieutenant in 1959. Mr. McCall is married to the former Cecelia Hodges. They have a daughter.

Abraham Katz gets Commerce post



Mr. Katz

President Carter has announced his intention to nominate Abraham Katz, a career Foreign Service officer, as an assistant secretary in the Commerce Department's International Trade Administration. The new post was created under Mr. Carter's recent reorganization of the Government's trade functions. Mr. Katz, currently serving as acting assistant secretary for international economic policy and research, was nominated to be assistant secretary for international economic policy. He will be responsible for international trade, finance, investment and services policy; textile and apparel negotiations and promotions; economic research and analysis in these fields; and implementing and monitoring U.S. trade agreements concluded last year under the multilateral trade negotiations.

Mr. Katz joined Commerce as deputy assistant secretary. He is a graduate of Brooklyn College, holds a master's from Columbia University School of International Affairs and a Ph.D. from Harvard. He has served in Paris, Moscow, Mexico City, and Merida, Mexico, in economic, commercial and political posts. He worked on the task force which prepared the Washington Energy Conference of 1974, negotiation of the U.S.-USSR energy agreement of 1974, negotiation of development finance issues in Operation Pan America, in 1959, and the staff of the President's Committee on World Economic Practices, 1958-59.

Bureau of Administration

Joseph Meresman is the new executive director of the Bureau of Administration. Alfred O. Haynes is deputy executive director. Phyllis A. Bucsko has been appointed chief of the Personnel Management Division.

Grove gets Jerusalem post

Brandon Grove Jr., deputy assistant secretary for inter-American affairs who was responsible for relations with Mexico, Central America, Panama and the Caribbean, has been assigned as consul general in Jerusalem.

Cheek is coordinator

James R. Cheek has been named deputy assistant secretary in the Bureau of Inter-American Affairs. Mr. Cheek will coordinate the conduct of U.S. relations with the countries of Central America (including Panama) and the Caribbean area.

5 in congressional program

Five State employees have been chosen to participate in the 1980 Congressional Fellowship Program, beginning in September. They are Charles L. Daris, Stanley T. Escudero, Mark Johnson, Roger A. McGuire and Robert M. Perito.

Newlin is deputy assistant

Michael Newlin has assumed his duties as deputy assistant secretary for political and multilateral affairs in the Bureau of International Organization Affairs.

Deason in executive post

Robert G. Deason is the deputy executive director for the Bureau of Near Eastern and South Asian Affairs.

Hollick directs policy office

Ann Hollick is the director of the Policy Assessment Staff, Bureau of Oceans and International Environmental and Scientific Affairs. She replaced Bruce L.R. Smith. ■

Blachly's February quiz: Generals

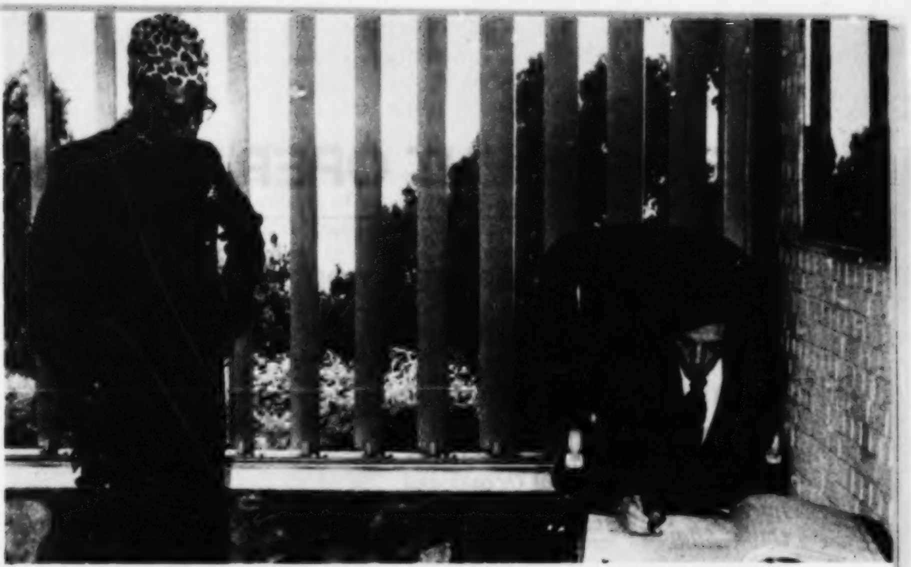
By Fred Blachly

(Answers on Page 41)

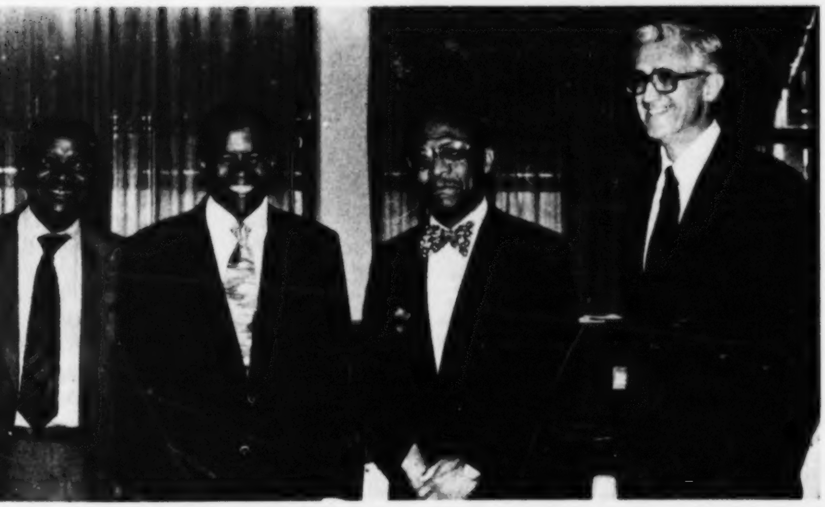
Tradition tells us that action—not talk—is the role of generals. However, some generals have a way with words. During World War II General McAuliffe, surrounded by Nazi armies, was asked to surrender. He achieved everlasting fame with a one-word reply: "Nuts!" Centuries before that, Julius Caesar was three times as wordy, but still pretty succinct, when he came up with "veni, vidi, vici." And let us not forget the legendary 19th-century British general who was sent out to South Asia to subdue a rebellion in what is now the Pakistani province of Sind. To report victory he wired home: "Peccavi." Can you remember the names associated with the quotations listed below?

1. "War is hell."
2. "Lafayette, we are here."
3. "Give 'em hell, damn them."
4. "There is no substitute for victory."
5. "And then I beat him up." (A general explaining why he hit an enlisted man)
6. "Wrong war, at the wrong time and in the wrong place."
7. In some versions the general is quoted as saying: "Come on, boys, we're going back." What he actually said was: "There's lots of fight in you men yet. Come up, God damn you, come up."
8. Looking at a bunch of recruits, this general said: "I don't know if they will frighten the enemy, but, by God, they frighten me."
9. "I propose to fight it out on this line, if it takes all summer."
10. "It is well that war is so terrible—we should grow too fond of it."

AMBASSADORS ARRIVE AT POSTS



KINSHASA—U.S. Ambassador *Robert B. Oakley* signs Zairian government's "Golden Book" on presentation of his letter of accreditation. President *Mobutu Sese Seko* looks on.



GABORONE—Ambassador *Horace G. Dawson Jr.*, left, the first U.S. envoy to be accredited solely to Botswana, with Acting President Dr. *Quett Masire* during presentation-of-credentials ceremony. Deputy chief of mission *William Landfair* is on right.

RABAT—Ambassador *Angier Biddle Duke* presents his credentials to King *Hassan II* of Morocco.

DEPARTMENT OPERATIONS

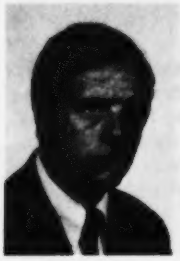
Protecting the environment is now an affair of State

New regulations have broadened your responsibilities

By William H. Mansfield III

The author is deputy director of the Office of Environment and Health, in the Bureau of Oceans and International Environmental and Scientific Affairs.

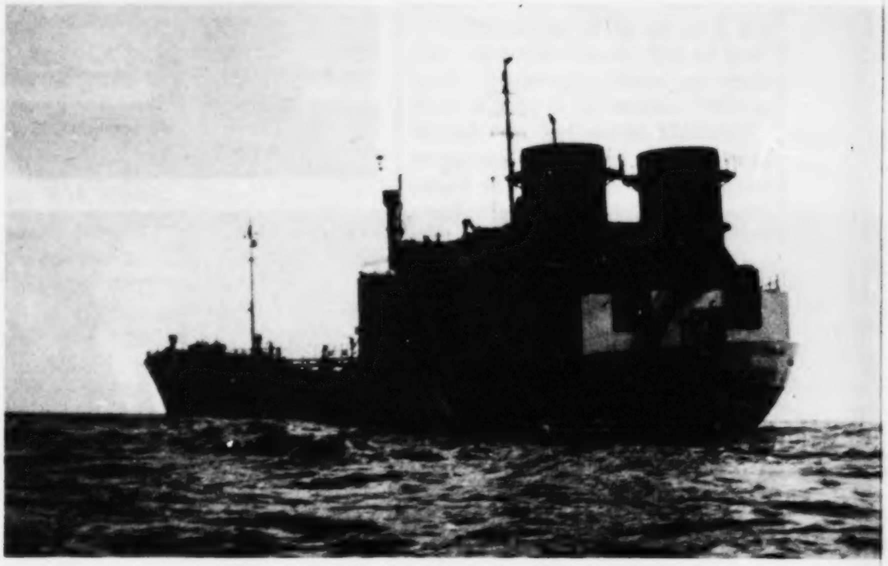
MISSION, McAllen, Pharr and Donna, all in Texas, are hardly what you would call a Foreign Service officer's beat. But I was there a year ago, slogging over the Rio Grande floodplain on a new kind of Departmental business—assisting officials of these municipalities prepare environmental impact assessments of proposed bridge construction, to support their applications for State's international bridge permits.



Mr. Mansfield

Several months earlier, FSO Monty Spear (recently retired) tramped through the rain forest of Panama, evaluating possible environmental implications of the new canal treaties. Mr. Spear identified a number of key environmental issues related to treaty implementation—particularly the importance of Panama's forest in maintaining the fresh water upon which canal operations depend. As a consequence of his study, negotiators included an environmental protection provision in the treaty. His study was part of the treaty ratification package sent to the Senate.

Both trips stemmed from the Department's increased effort to ensure that environmental considerations are given attention in foreign policy decisionmaking. To carry out executive branch policy in this respect, the Department recently issued regulations and procedures calling for reviews of proposed foreign policy actions that may have environmental impacts in the United States, or adverse impacts abroad. They require all action officers, working closely with the Department's environmental officers, to identify and consider possible threats to the environment—including impacts on public health and natural resources—when they make decisions. This review must be included in Departmental decision documents.



Two huge incinerators on this converted cargo ship burn toxic wastes at sea. The Department of State and the Environmental Protection Agency have prepared an environmental impact statement evaluating the effects of such waste disposal.

Only a very few Departmental actions are expected to require such review. Because most Departmental activities—for example, political and economic reporting, facilitating trade opportunities, consular services and general administrative functions—do not have environmental effects, they are excluded from the need for review.

But environmental agreements and activities, such as pollution control, fisheries, conservation and wildlife agreements, weather modification and deep sea mining projects, or activities affecting the Antarctic environment, may need environmental analysis. FSO Tucker Scully of the Office of Ocean Affairs, for example, worked closely with a marine biologist in developing a Departmental environmental impact statement on the negotiation of a regime for conservation of Antarctic marine living resources. Ray Arnaudo of the Office of Fishery Affairs collaborated with the National Marine Fisheries Service in preparing a statement on the potential environmental effects of renegotiating the International Convention for High Seas Fisheries of the North Pacific Ocean.

Certain actions, particularly those taken near or along our national boundaries, could have direct environmental impacts in the United States as well as abroad. Environmental review documentation is now included in all Departmental decisions for issuing permits for construction of international bridges and pipelines crossing the boundary with Canada and Mexico. The Department is now preparing an impact statement on potential effects of a proposed U.S.-Canadian agreement on East Coast fishery resources. FSO Tom Parker of the Office of Food and Natural Resources braved Alaskan snows in January to work with Department of the Interior officials to evaluate the environmental effects of a proposed migratory caribou protection agreement with Canada.

The obvious question is: How can Departmental officers with limited scientific and technical expertise perform the technical evaluations needed to analyze environmental effects? The answer is that, where such expertise is needed, they can work closely with Departmental environmental and legal officers who will help, if necessary, to obtain assistance from other agencies and private contractors. The Office of Environment and Health, in the Bureau of Oceans and International Environmental and Scientific Affairs, provides direction and guidance for the review process within the Department. Most bureaus have designated environmental coordinators to act as their focal points for implementation.

Other federal agencies also conduct activities with effects abroad, and they will be responsible for their own environmental studies. Since 1976, for example, AID has led development assistance agencies in evaluating environmental effects of its projects. The review process enables AID and host country planners to incorporate environmental considerations early into project planning, so as to avoid damage to resources or the need to take costly corrective measures later.

Although the United States is the first country to develop government-wide procedures for reviewing environmental effects abroad, other countries as well have introduced or are considering the use of environmental evaluation for domestic activities. Several international organizations are also developing guidelines and techniques for environmental impact assessment at the national level.

The new regulations implement the environmental impact statement provisions of the National Environmental Policy Act. They were issued on September 4 as Foreign Affairs Manual Circular 807A, in response to President Carter's Executive Order 12114 on environmental effects abroad. Officers of the Department and the Council on Environmental Quality led extensive interagency discussions on the subject before the order was issued.

In reviewing environmental impacts abroad, action officers must take account of potential significant harmful impacts on the global commons, such as the oceans, and on foreign countries. Reviews will be prepared for actions which may significantly harm an innocent bystander nation, or provide toxic or radioactive substances to a country. Environmental studies will be developed also on actions that could damage natural or ecological resources of global importance designated by the President or Secretary of State.

Nuclear exports are a matter of particular importance in the review process. The Department led an interagency group in developing separate unified procedures for nuclear exports covered by the executive order. Issued on November 13, the nuclear procedures call for analysis of the effects abroad of nuclear reactor and waste management facility exports, but not of nuclear fuel transfers. An environmental review of the proposed Philippine nuclear reactor export has already been completed under the procedures.

At last April's UN Environment Committee Governing Council meeting in Nairobi, and again at the recent UN General Assembly, U.S. representatives offered to work with other countries to develop international arrangements for preparing environmental assessments, and consulting before governments undertake activities which could cause transboundary environmental damage. By helping nations to identify and deal with such problems, these measures would extend the evolving environmental assessment process to broader practical uses in protecting the world environment and improving relations between states. ■

The State Department's 'best-kept secret'

(We have a consumer affairs office)

By James R. Tarrant

The author, an FSO-3, returned recently from four years in London, where he was chief of the general economic policy unit. Prior to that he was in the Department, working both in the European bureau and on Secretary Kissinger's task force on international energy policy, 1973–74. He has served in Ouagadougou, Rawalpindi and Karachi.

THE DEPARTMENT'S Consumer Affairs Program has probably been our best kept secret. But it's one secret we'll be trying NOT to keep in the future.

I knew that FSOs had been taking on some nontraditional — if not downright strange — jobs during the past few years as various pressures had built up to implement new programs mandated by Congress and the White House. However, when Jules Katz, then assistant secretary for economic and business affairs, asked me last year to take on the job of special assistant for consumer affairs, I didn't have a glimmer about what the position could be. Liaison officer with Giant Foods? Comparison shopper for the Executive Dining Room? Was my career going that badly?

Our upgraded consumer program

Mr. Tarrant **with** *Ms. Peterson,* **center, and** *Susan King,* **chairwoman of the U.S. Consumer Product Safety Commission.**

is a relatively new undertaking for the Department, but it is one you ought to know about. In the words of our announcement in the Federal Register last month: "The central objective of the Department of State in consumer affairs is to ensure that the needs and interests of American consumers are adequately considered and addressed in the formulation of foreign economic policies. Participation by consumers in this process is fundamental to achieving this aim."

This obviously ambitious goal stems directly from Executive Order 12160, signed by President Carter on September 26. The main provisions of this order, which specifically names the State Department, include: Establishment of a White House Consumer Affairs Council to be chaired by Esther Peterson, the President's special assistant for consumer affairs, with each cabinet department having a senior-level representative; provision for meaningful consumer participation in each department's activities; establishment of a separate consumer affairs budget; and creation of a consumer affairs staff in each Department authorized to participate in the development and review of all policies and programs affecting consumers. The State Department has now largely completed these and the other requirements of the order.

Like many people, you may be thinking: "What does the Department of State do that really affects consumers?" Think about it. The Department, primarily the Bureau of Economic and Business Affairs, is centrally involved in a wide spectrum of international negotiations which frequently impact directly on the price and availability of many consumer purchases. Coffee, sugar, rubber, tin and cocoa are just a few products for which we have already negotiated agreements or are in the process of negotiating. (Remember the housewives' boycott of high-priced coffee several years ago?) Civil aviation agreements directly affect competitiveness between airlines and the price you as a consumer will pay for your tickets.

The Department has a voice in negotiating orderly marketing arrangements and other international trade agreements which affect cost and availability of imports, particularly imports in the consumer products field. Many agreements are reached within the economic bodies of the UN system that are linked with consumer purchases. On another level, the Department is an important provider of direct consumer services to the hundreds of thousands of Americans seeking passports or overseas citizens services of some kind.

Right now, the core of our consumer program is in the commodity agreements area. For example, within the last 12 months, U.S. delegations to negotiating sessions in the following bodies have had officially accredited consumer representatives as private advisers, in most cases participating along with industry representatives: International Coffee Organization; UNCTAD (UN Conference on Trade and Development) conference to negotiate an international wheat agreement; International Sugar Organization; UNCTAD conference to negotiate a third international cocoa agreement; UNCTAD negotiating conference on natural rubber; and International Tin Council.

A second important area concerns civil aviation agreements negotiated with other countries. A number of consumer advisers have participated in these bilateral negotiations, including those underway with the United Kingdom this month.

In the telecommunications field the World Administrative Radio Conference has just completed its meeting in Geneva. This is a major negotiation that has occurred every 20 years. Several private advisers, including minority group members, were on that delegation to represent consumers.

What kind of consumer people are we selecting for these delegations? Patsies with no background who look good on delegation lists? Not likely! They are consulting and academic economists, hard-nosed public interest lawyers, representatives of Ralph Nader spinoff groups and consumer activitists/housewives. They come from big organizations—the executive director of the Consumers Union was on a coffee delegation last year. They come from grassroots, very low-budget groups with an interest in the subject and a willingness to learn — we had on another delegation an Oregon housewife who works with a consumer group in Portland. Geographically, we try to see that all regions are represented.

The normal pattern is to identify a group of potential advisers for a particular negotiation, usually through personal contacts or word of mouth, and then spend some time with them on the telephone to get a personal feel for whether they are the kind of persons who have the background and personality to make their voice heard in the right way, along with the industry "heavyweight" who will be on the same delegation. We then check their credentials and perhaps read some from any writings they may have published.

If everything seems right, we bring the potential adviser to Washington for briefings with State Department officers handling the particular subject and with other agencies around town. Almost always, this will include a meeting with an economist on the staff of Esther Peterson at the Old Executive Office Building. Usually, briefings are also held at the Treasury and Agriculture Departments. These are give-and-take sessions where consumer representatives have a chance to offer their initial views and ask any questions they like. Documents are often given to them for further study. This procedure is usually not repeated if the adviser has been to previous negotiating sessions.

Assuming the individual can get away from his or her regular occupation, arrangements are then made to include the consumer representative (or representative consumer) on the official delegation as a private adviser. As such, they must comply with certain basic rules which were made a matter of public record in the Federal Register last year.

After the negotiations are complete, the individual is free to say and write pretty much what he or she wants (with the exception of any classified material the individual may have seen). That person can say the U.S. consumer got a bad deal or a great deal. We ask only that the individual file a brief report with us discussing both the substance of the negotiations and the consumer representation program.

The policy of providing an opportunity, where appropriate, for consumer advisers to be heard during the policy formulation process, and for them to be a part of key negotiating delegations, is the cutting edge of our program. To ensure that funding is not a barrier precluding consumer participation, the Department pays travel and per diem costs for the Washington consultations and the actual negotiating sessions abroad. We do not pay for lost salary or other expenses.

Other parts of our new program include a consumer complaint system being set up in the Office of the Special Assistant for Consumer Affairs, regular reports by certain bureaus on consumer-related activities and information programs to educate both private consumers and State Department personnel about the new program.

Selling the program to American consumers won't be as easy as you might expect. Like most things the Department does, there is little in the way of a ready-made, natural constituency for the consumer affairs program. Consumer groups have had too many problems close to home, and too little money, to have been able to take an interest in or develop much genuine expertise on the international issues—even though the realization is beginning to dawn that there are things doing on in this area that can impact dramatically on consumer prices.

Publicity is helping, but a grass-roots effort is really necessary. It's a matter of building a constituency, group by group. Two months ago I was in Madison, Wisc., for the annual meeting of the Conference of Consumer Organizations, one of the country's larger consumer groups. There was considerable interest, but almost no knowledge, about our program. I hosted an informal rap session that attracted a standing-room-only crowd curious about the Department's role in the consumer movement.

To give the program more momentum, we are having a seminar in the Department this month for consumer leaders and advisers who have already served on U.S. negotiating delegations. Esther Peterson will help to get our activities off to a fast start with an 8 a.m. breakfast and discussion in the White House mess. The main purpose of this meeting is to assess our program in depth—to hear what we are doing right and wrong thus far, from the consumer's point of view. We will also be examining all the other elements of the Department's program as they were published in the Federal Register for public comment.

It's too early to tell how much impact our program may have in the long run. The organized consumer movement is not a major political force in this country, and there are many other, very legitimate, competing pressures on decision-makers. In addition, and perhaps as a mark of the consumer movement's success thus far, some federal regulatory bodies that protect consumer interests are now under attack from a number of anticonsumer forces.

The President is serious, however, about consumers having a voice in Government decisions. He made that clear to department heads at a cabinet meeting in January, during a discussion on how the various agencies were implementing the new program. President Carter also plans to carry this message when he addresses the Consumer Assembly, the meeting in Washington this month of the Consumer Federation of America, which is the largest consumer body in the country.

As we move ahead to strengthen and broaden the State Department's program, any individuals or offices that have questions or thoughts about participating in some phase of this work are encouraged to let us know. All views are welcome. ■

DIPLOMATS ON THE HOME FRONT

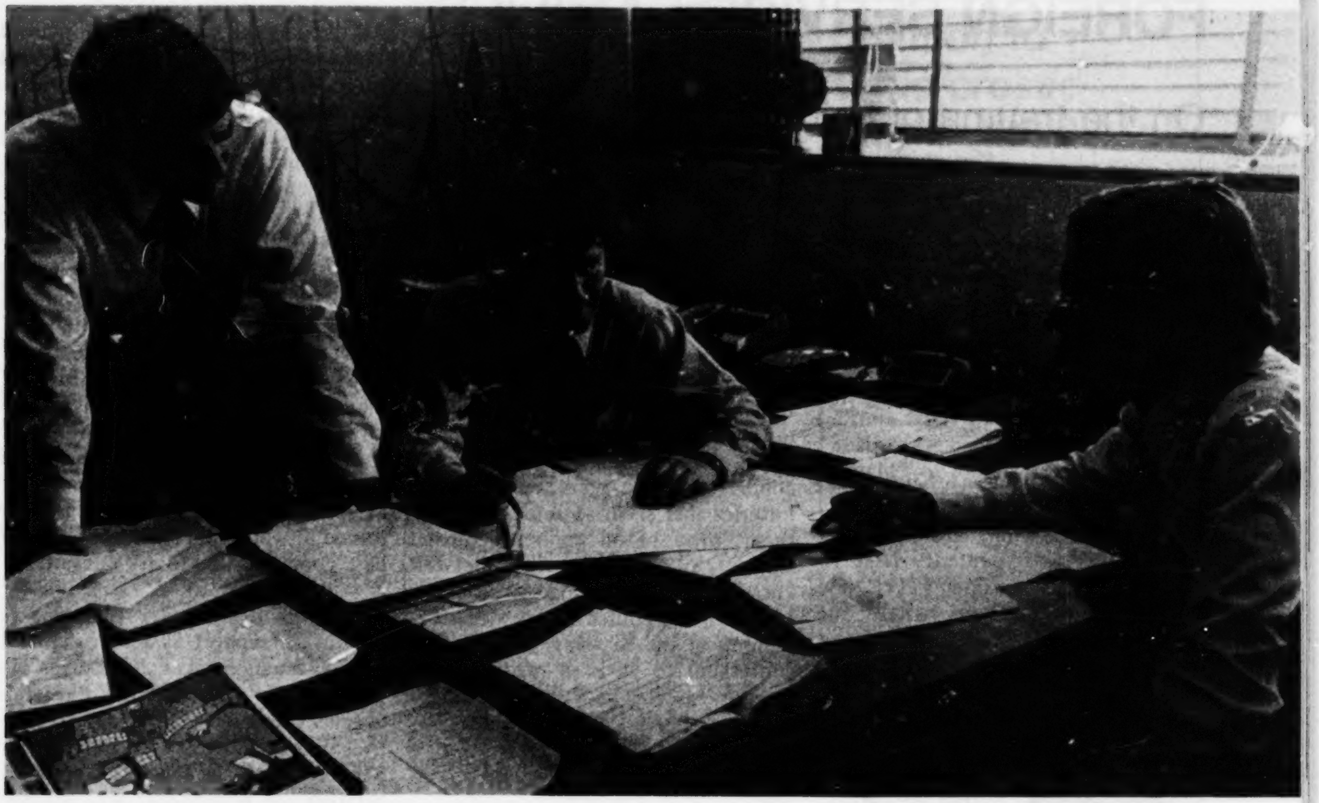
Have you considered a Foreign Service assignment in the United States? In the coming months the Department plans to assign 30 Foreign Service officers, under the "Assignment America" (Pearson) Program, to several American cities. Here are some of your colleagues on assignments around the nation.

BOSTON—State's *Patrick M. Folan* confers with *Sheila Cheimets* of the Massachusetts Municipal Association at the Statehouse on Beacon Hill.

The National Governors' Associatio
In Co-operation With
The White House
Seminar on
Foreign Trade
and Exports

DES MOINES—*Kenneth M. Quinn*, administrative assistant to Iowa Gov. Robert Roy, with *Pauline Schnieder* of White House staff. Mr. Quinn was coordinator for the National Governors Association-White House seminar on foreign trade and exports, in Cedar Rapids.

WASHINGTON—Foreign Service officer *Martin Forrester*, second from left, is assigned to Mayor Marion Barry's office. Others, from left, are *Stephanie Greene*, District of Columbia protocol officer; Ambassador of Saudi Arabia *Faisal Alhegelan; Guy Draper*, acting chief of protocol, District of Columbia, and *Mayor Barry*.



TACOMA—*Larry Thompson* of State, right, meets with Mayor *Mike Parker*, standing, and city manager *Erling Mork* to discuss creation of an Indochinese refugee committee for the city.

DAYTON—*George A. Anderson* of State, left, discusses climate project with project director *Fred Bartenstein* during visit to Ohio. Mr. Anderson is director of European programs for the Council for International Urban Liaison, in Washington. The organization helped initiate the Dayton project, which seeks adaptation of an environmental improvement system developed for Stuttgart. ■

FOREIGN SERVICE FAMILIES

On the trauma of being evacuated from post

'I would suggest that pre-planning is a good idea'

By Shirley Kennon

The author is the wife of Lawrence J. Kennon, economic counselor in Islamabad.

"WHEN WILL WE BE ABLE to go back and resume living our lives?"

"Is there any mail for me?"

"I worry about my belongings. When will I see them again?"

These questions are heard repeatedly here in Room 1212, New State, where our Pakistan evacuee group has temporary quarters. Of all the experiences a Foreign Service family can have during its career, surely, sudden evacuation from post is one of the most serious. So traumatic is it that even using the word "evacuation" or thinking of its possibility, causes some people to change the subject. This happens to the other guy, we tell ourselves.

Mrs. Kennon

Yet, during 1979, over 600 persons were evacuated from Iran, Chad, Afghanistan, Pakistan, Bangladesh, Libya, Kuwait, Lebanon, Qatar, Nicaragua, Algeria, Oman, Abu Dhabi, Bahrain, Syria, and Iraq. Each of these individuals feels isolated, dazed and anxious to some degree.

Some families suffer the trauma several times during the years of their assignments. In 1955, in fact, when, as a new Foreign Service wife, I attended my first tea (Mrs. John Foster Dulles was the guest of honor) I was told that periods of separation from one's spouse, long and short, were almost a "given" during some part of the career.

I learned, listening to those wives, some who had been separated from their husbands during World War II, that it behooved me to think about and be ready to cope as a single parent. And, indeed, only one year later, in Canada, I found myself comforting a small daughter after a nightmare about her missing father; Larry had been ordered to Washington.

Again, in 1967, I found myself coping with teen-agers, suffering the miseries that seem so intense only to them, brought on by being pulled suddenly from a place where they felt known and liked. We had had to leave Israel for the United States at the beginning of the Six-Day War. For an adolescent to have to readjust to a strange "safehaven," where perhaps his or her peers "could care less," is wrenching. "Nobody cares" is a familiar feeling for evacuees of all ages.

Now that I, as the family liaison officer from Islamabad, have undergone the experience once again with several hundred fellow evacuees, I feel encouraged to make several observations about separation of families for their own safety, and for the convenience of the Government:

I would suggest that pre-planning for the unexpected is a good idea. Evacuation as a possibility should be considered even before leaving the United States for assignment abroad. As we learned on November 21 in Pakistan, no post can be considered "safe" any longer. A manual on evacuation procedures should be part of orientation, so that families can be informed of their rights ahead of time.

Know ahead what important papers to take, what kinds of safehaven accomodations exist, what types of emergency measures around the home are appropriate when power or water supplies fail or when garbage is not picked up, what to do when you can't get to the market for food, or when some member of the family must suddenly leave post for medical reasons. Having some plans provides a feeling of self-sufficiency.

Once evacuated, families have rarely returned to post within six months. Knowing this fact might help a family decide on a course of action for themselves. "Arriving at a safehaven, what kind of interests or activities could I pursue if I were forced to wait out a situation?" might be a good question to ask oneself.

While preliminary planning is helpful, a support system is crucial once evacuation takes place. This the Department provided the Pakistan evacuees and those from other countries in November and December. Our temporary stay at a hotel, where debriefing on a personal and institutional level occurred, bolstered morale for everyone.

Even though it may be difficult for a bureaucracy to accommodate itself to sudden change, the Department is becoming increasingly sensitive to the problem. Some bureaucrats could half-jokingly recognize the growing need for an "Under Secretary for Evacuation," where all the nuances of special-cost-of-living-allowance payments and special allowances, etc. could be handled in one place. Many of the changes in procedures have, in fact, come about because of the American Association of Foreign Service Women (AAFSW) and State's Family Liaison Office. As the "drawdowns" of embassies continue, everyone involved is gaining fresh insights and perhaps seeing certain hypotheses proved.

Located as we are in the Department, near the Family Liaison Office, we have access to the many facilities that are available. We can share our experiences across town or across the country, talking it out about what happened to us, and trying to give each other emotional support for the future. Janet Lloyd and her family liaison staff give us help and advice. We have found housing through AAFSW's office near the Foreign Service Lounge. We have daily contact with the bureau and the desk and all the other systems of support the Department offers.

Another observation is that communication is vital, not only before, during and after evacuation, but in as many ways as possible. For example, a shortwave radio in each home at the post helps when other forms of communication cannot be used. Our departure, coming as it did just before Christmas, meant that it would be useful to intercept letters and packages before they made a fruitless trip halfway around the world. Jack Whitridge of the Mail and Pouch Room, in the basement, helped us greatly by providing bins for sorting and transportation for volunteers.

Cables from those left at post indicate how eager they are for word from those here, and our typewriters in Room 1212 click merrily away as spouses write hurriedly when notes are to be hand-carried by a returnee.

Debbie Lunstead, wife of our consular officer in Lahore, labored for several weeks in December to bring together a master list of names, addresses and telephone numbers so we could fulfill a message referral function.

Our weekly newsletter, edited by Betty Lou Hummel, Emily Thurber, Fran Caterini, Dorothy Erickson and others, has spread information about our doings. Volunteers Manuella Fuller, Joann Meeks, Marilyn Vineyard, Gianna Morville, Jean Samuelson, Anna Clendenon, Lynn Conley, Ann Post, Carolyn Reagan, Ellen Havens, Shirley Hooker and Judy Leeb, as well as several teen-agers like Matthew Reagan, Ann and Terri Martin and Jeff Erickson, re-addressed and forwarded Christmas cards.

Group briefings and rap sessions are helpful. Shortly after the New Year, adults met to view a special videotape of a talk given by Dr. Elmore Rigamer, of the Office of Medical Services, on the "Psychological Management of Children in a National Crisis." The discussion afterwards resulted in plans for organizing activities for adults and also teenagers. This latter group met on Saturday afternoon, January 19, at the Foreign Service Institute for a get-together. In December, Assistant Secretary Harold Saunders and other representatives from the bureau met with all evacuees from 12 countries to answer questions. Again, on January 15, Ambassador Arthur Hummel gave an off-the-record briefing on the situation in Pakistan.

In 1967 our two daughters and I were given one-way tickets home. Since my husband was near the end of his assignment, he arrived back in the United States just short of the 90 days necessary in those days for separation allowance eligibility. Today, with the special-cost-of-living payments, the existence of the Family Liaison Office, and the advocacy of a strong Association of American Foreign Service Women for heightened awareness of emotional as well as physical difficulties, things are a lot different. We are not perfect yet but, as world crises continue, the Department shows itself ready to meet the human needs of the times. ■

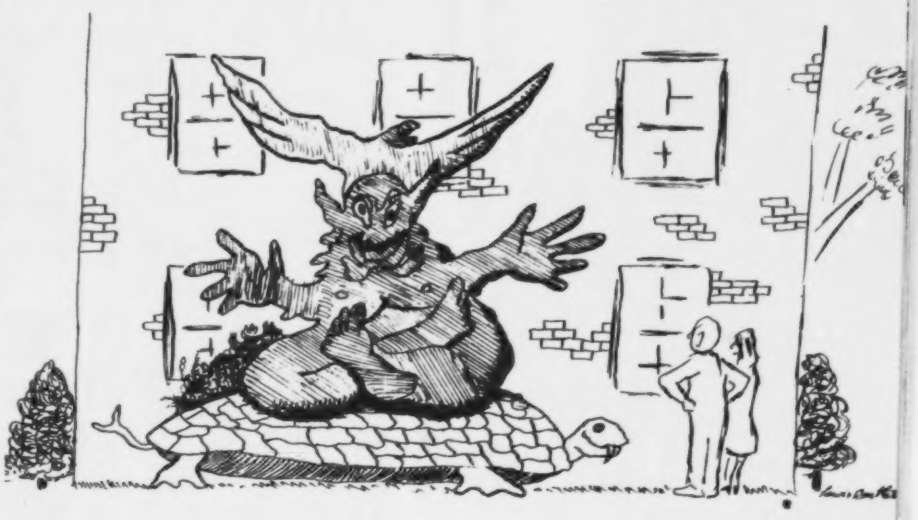
Solution to Diplo-crostic puzzle No. 2

(See January issue)

Safire. *Political Dictionary*

"Old China Hands: western journalists or diplomats, often the children of missionaries, who spent years in China . . . . China hand differs from China Watcher; hand connotes previous residence, watcher or Pekingologist connotes observation from outside."

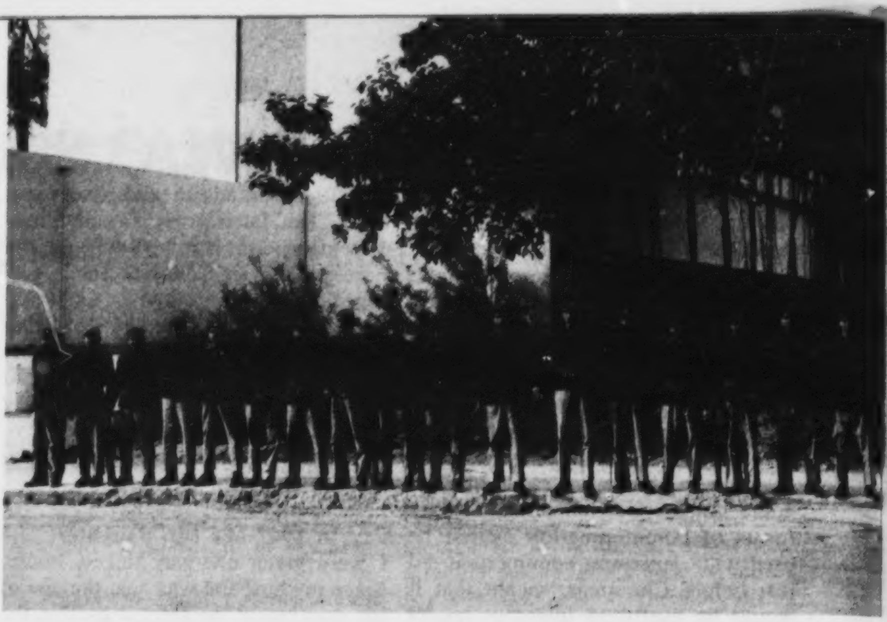
A. Sideshow
B. AWACS
C. Fifth Amendment
D. Injects
E. Rhodes
F. Eurodollars
G. Phonophores
H. Owes
I. Lassen
J. Inventions
K. Trigger Price
L. Innocent
M. China Card
N. ASEAN
O. Locomotive
P. DeConcini
Q. Ions
R. Churn
S. Transfers
T. Informs
U. Ostpolotik
V. North South Debate
W. Android
X. Raffish
Y. Yahweh



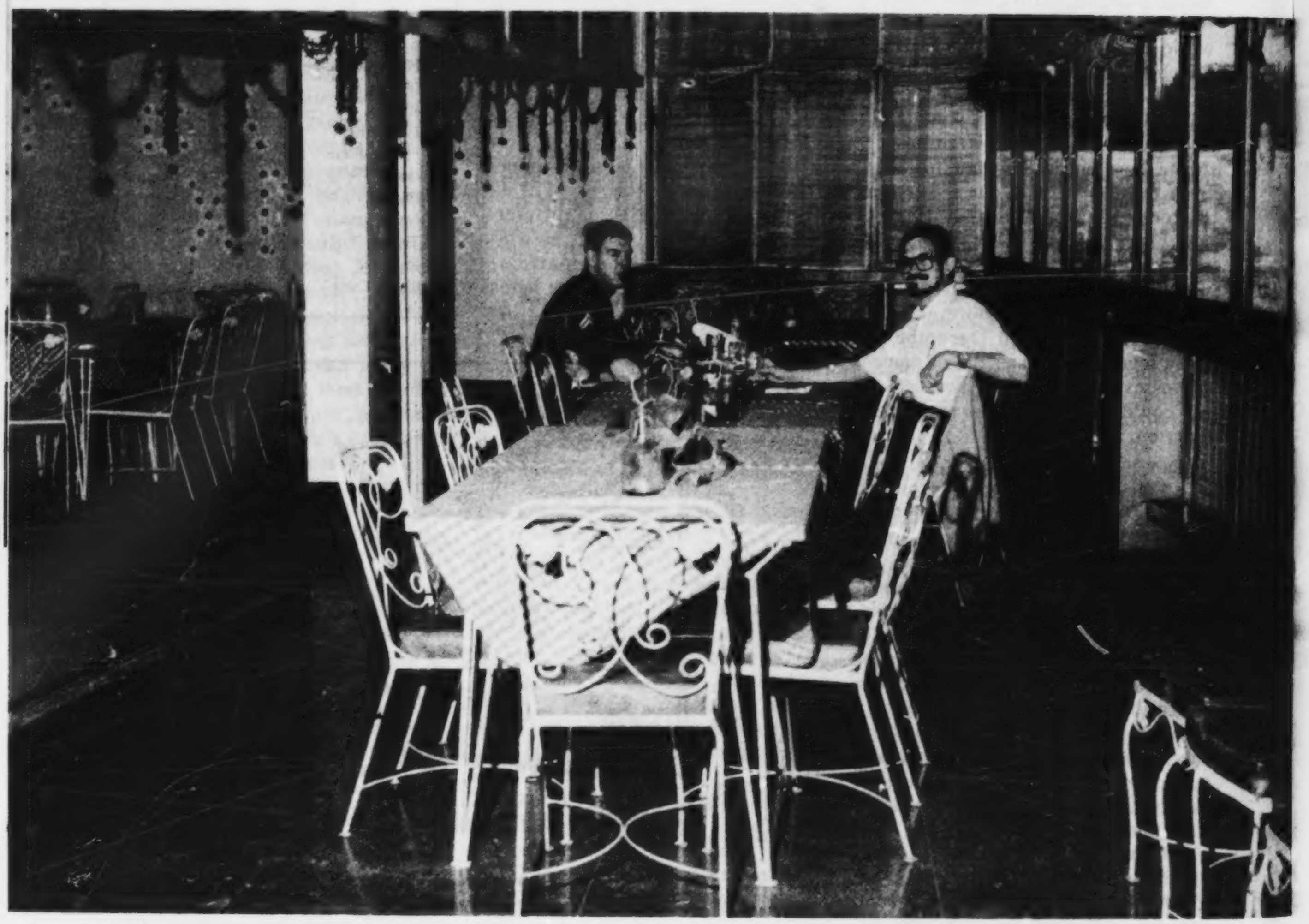
"I know it was a great bargain in Rangoon, Betty. But I told you you were going to have a hard time finding a place to put it back here in Arlington."

NO, KARACHI WAS NEVER LIKE THIS

Is there life after evacuation? At the consulate in Karachi there is, but it's just not the same since the November events in Pakistan which led to the departure of dependents. Here are scenes of life at the consulate today.



Members of the permanent Pakistan police guard who now surround the premises.



In the normally crowded co-educational snack bar consular officer *John Collinge* and Marine security guard *Terry Davis* sit alone.

Communications officers, from left, *Mike Bowcutt*, *Carter Brown*, and *Joe Rinker* grab for news from home before mail boy *Younus* has a chance to sort the mail.

***Vicky Gagalia* is one of two women added to the Marine security guard detachment.** ■

MEDICAL SERVICES

'I was sitting in bars getting drunk (as I'm told you do) . . .'

State employee pens an urgent letter to her close friend

BY CATHERINE ELLIOTT

The author is a staff assistant in the NEWSLETTER *Office. The letter that follows was actually written and mailed by her. She was encouraged by the Department's Alcohol Awareness Office to publish the letter, and to shed her own anonymity, in the hope that it might help others.*

Catherine Elliott. ***(Photo by Donna Gigliotti)***

DEAR __________:

I've been trying for the past few days to reach you by phone, but since I've been unsuccessful I decided to write. Your situation seems to be getting quite urgent and I've been eager to share some of my thoughts with you. Believe me when I say that I, along with members of your family, have an abiding concern for you and I want to do whatever I can to help you. I can only rely on what I've heard from others, and may not have a totally accurate picture of what's been going on in your life. But from what I have been told, your emotional and even physical condition seem to be deteriorating alarmingly. Something needs to be done.

I have more than a friendly interest in your situation. Actually, my interest is becoming highly personal because what seems to be happening to you sounds eerily similar to what happened to me about two years ago. It's something I've never really shared with anyone else in my family or yours. Like you, I attempted suicide and failed. I suffered from depression so deep it defied description and could only be called utter despair, the kind that makes everything seem totally hopeless and without purpose. I had a string of failures in jobs, relationships and schools that had finally led me to the conclusion that my entire existence was a failure—a mistake of some sort, almost as if God had been asleep when I was conceived and had therefore decided to just let me flounder and thrash my way through life without assistance, totally miserable and lonely. In fact, when I reviewed my life, I could not remember a time, even as a kid, when I was "happy" or even satisfied with myself or my surroundings. What made all of this come to a head and become a crushing burden for me at last was my addiction to alcohol. I am in fact an alcoholic who, up until two years ago, had no idea that my addiction was what was causing most, if not all, of my problems.

I am not accusing you of drug or alcohol addiction, although alcoholism is a condition that I am not ashamed to admit to having myself. What I'm suggesting you do is look at yourself and your behavior and consider the fact that any drug you may be taking, even on an occasional basis, and your periodic drinking (that much I've been told you do) may be at best exacerbating, and most probably causing, your many difficulties in life.

Bear in mind that you don't have to be a daily drug/alcohol user to suffer their effects. Neither do you need to have any of the common symptoms that people associate with addiction to be suffering from it. I didn't. I wasn't lying in the gutter with a bottle in my hand when I discovered my problem.

What I was doing was sitting in bars alone, getting drunk (as I'm told you do). I was getting increasingly moody and removing myself from any contact with my friends and family (as I am also told you're doing) and I was sinking very rapidly into a depression and a hostility that made it impossible for me to maintain any kind of decent relationships with men or women. What I thought was a "natural" inability to get along with people was what I thought was making it impossible for me to hold a job or make friends. In fact, I was suffering the paranoia and anger and fear that are among the most common “side effects” of alcoholism and drug addiction. Toward the end of my addiction, I found it increasingly difficult to concentrate on anything that resembled instructions, or that required thought, and had to work as a temporary typist because that was about all the mental taxing I could handle. My sense of responsibility and ability to fulfill even minor obligations were zero, in spite of the fact that I was horrendously, frighteningly in debt and was about to be taken to court by every major credit card company and lending institution in the city.

To sum it all up, my life two years ago was a total shambles. And all I wanted, in fact the only prayer I ever uttered, was to be allowed to die. Honestly, I prayed one morning to be allowed to walk out in the street and get run over by a truck. I didn't have what it takes to do it myself, but I surely wanted to end my life.

All of this stopped two years ago. What happened then was that I woke up one morning, having passed out drunk in the middle of the living room the night before, and was so unspeakably lonely I didn't know who or what to turn to. I was lucid enough to realize that my drinking was not quite “social” anymore, and that fleeting thought made me call Alcoholics Anonymous just to have someone to talk to.

If I try to describe how my life has changed in the two years since I made that phone call, it will take another six pages and you'll probably think I'm exaggerating. Just please believe me when I say that the single act of removing all traces of alcohol, and any other drugs, from my system lifted a thousand burdens from my shoulders and made it possible for me to attack all the other emotional, mental and spiritual problems that have arisen since then, or that were present before I ever took a drink. Today, I have many wonderful friends, a super job and a continuing, *healthy* relationship with a fine man.

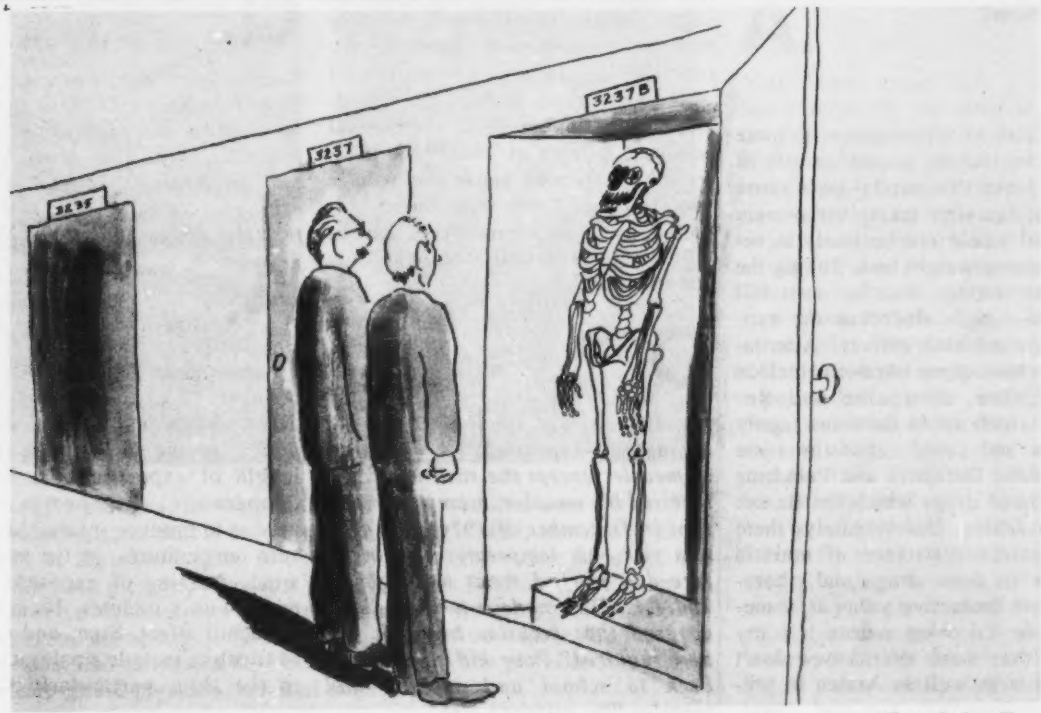
I've shared all of this with you because I want you to know that there is a way out of the awful mess your life has become, if you're willing to accept help. I've become friends with many people who, in addition to alcohol, used a variety of drugs ranging from valium to heroin and who are now leading useful, happy lives. I've discussed my concern for you with them, and we all know that help is available for you if you want it.

Please try to keep an open mind toward what I've written to you. Don't allow yourself to become defensive or hurt at what may have seemed like an insulting accusation. I only ask you to just *consider* the *possibility* that you *might* have a drug problem. Also try to realize that that fact may be the best news you'll ever get, because alcoholism and other drug addiction are diseases that can be controlled and do not have to continue to ruin our lives.

There are people here in Washington, or I can put you in touch with people where you live, who have felt the exact pain you're feeling now, and who would do anything humanly possible to help you through it. All you need do is ask.

In the final analysis, it's your decision. But whatever that decision is, know now that I love you and wait to hear from you soon.

Love,
CATHERINE



“By god, that must be old George! He swore he'd never budge until they gave him a room with a window.”

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the* NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.

Q.

WEST AFRICA

I've heard that the anti-malarial drug chloroquine causes weight loss in some people who take it regularly. Is this true? If so, is there any way to counter that side effect? Is there another anti-malarial drug that's equally effective and doesn't cause that problem?

A.

Side effects of chloroquine in some people can include nausea or loss of appetite, but this rarely lasts more than one day after taking the weekly dose, and would not be likely to indirectly cause weight loss. Taking the drug after eating—that is, on a full stomach—might decrease the tendency toward side effects. Alternatives to chloroquine (Aralen), include amodiaquine, nivaquine and Resochen, which are in the same family of drugs and could cause the same side effects. Daraprim and Paludrine are unrelated drugs which the British favor in Africa. Unfortunately, there is recognized resistance of malaria parasites to these drugs and, therefore, their protective value is somewhat less. In other words it's my opinion that these alternatives don't work quite as well as Aralen in preventing attacks of malaria.

Q.

AFRICA

When I eat too much candy, it seems to make me nauseated. Could I possibly have hypoglycemia?

A.

It's highly unlikely! Hypoglycemia is a rare condition accompanied by symptoms such as trembling, sweating, palpitations, weakness and even occasional loss of consciousness, all of which usually occur after eating a meal high in carbohydrates, particularly simple sugars. What you describe, a sensation of nausea, is more likely related to the normal response of your body handling a large, sudden quantity of sugar. You see, the intestine requires water to properly digest sugar. When sugar moves quickly from the stomach to the intestine, the intestine needs a quick supply of water and draws it from the bloodstream. In this process, the normal acid/base balance of your blood is altered. This could cause the nausea you describe. Once your blood volume is back to normal, your nausea will disappear—until the next time you overindulge.

Q.

EAST ASIA

My 5½-year-old son has just gone through all, repeat all, the symptoms of measles except the rash itself. He received his measles, mumps, rubella shot in December of 1976. When he was sick, his temperature during a five-day period went as high as 104.4°F. Has modern medicine discovered that measles boosters are now required? Poor kid couldn't go back to school and say he had measles like everyone else!

A.

Measles, mumps, rubella vaccine, given apparently at age 2½ in December of 1976, is considered approximately 95% protective against measles. Therefore, atypical measles, such as your son may have had, could still occur after what is considered adequate immunization. However, though your description is suggestive of measles, numerous other viral illnesses could also give the symptoms he had. The U.S. Public Health Service and the American Academy of Pediatrics do not recommend giving measles, mumps, rubella boosters if children receive their initial shot after age 15 months, as did your son. Tell your son to tell his pals he had an "acute viral process" but probably not atypical measles!

Q.

WASHINGTON

Several years ago, when we were assigned to Kuala Lumpur, you commented on the prevention of frostbite. We're now assigned to D.C., and are hoping to attend the winter olympics. Could you review the frostbite danger signals again?

A.

Be glad to. First of all, a definition. Frostbite is an injury to body tissues because of exposure to cold. The depth and severity of the injury depends on the temperature and the length of exposure—the lower the temperature, the shorter the time needed to produce injury. And at subzero temperatures, in the presence of wind, freezing of exposed skin can occur within minutes, because of the windchill effect. Signs and symptoms of frostbite include a pale, whitish tint to the skin, particularly the nose, cheeks and ears, and a momentary tingling followed by the sudden absence of the cold sensation. Ways to avoid frostbite and serious cold injuries include: (1) Stay indoors during periods of extreme cold combined with high winds, because of the windchill factor; (2) Wear several layers of clothing, preferably wool instead of cotton or nylon. Two or three layers of light wool are warmer than one layer of thick wool; (3) Never touch cold metal with your bare hands; (4) Wear mittens rather than gloves, and always keep your hands protected; (5) Wear face masks, particularly if it's extremely windy; (6) Avoid alcohol and tobacco during your exposure to extremely cold temperatures; (7) Avoid tight clothing, particularly shoes . . . you should be able to curl your toes comfortably in your insulated boots; (8) If you're watching a spectator event, walk around to keep your circulation going; (9) If you feel like shivering, then shiver to your heart's content—it's a reflexive defense mechanism that keeps the circulation lively . . . And, if you get frostbite, don't rub the area; you'll only make matters worse if you rub the frozen tissue! Treat the injured body part gently to prevent further damage to the frozen tissues. Rewarm the frostbitten area, don't massage it! The frostbitten area should be covered and you should go indoors so rewarming can be carried out with a warm water bath, warm nonalcoholic drinks, and prewarmed clothing and blankets. If your legs and feet are involved, you should not walk or bear weight once the thawing process has started. You should promptly seek medical attention. Good luck, hope you enjoy the 1980 Lake Placid games!

Q.

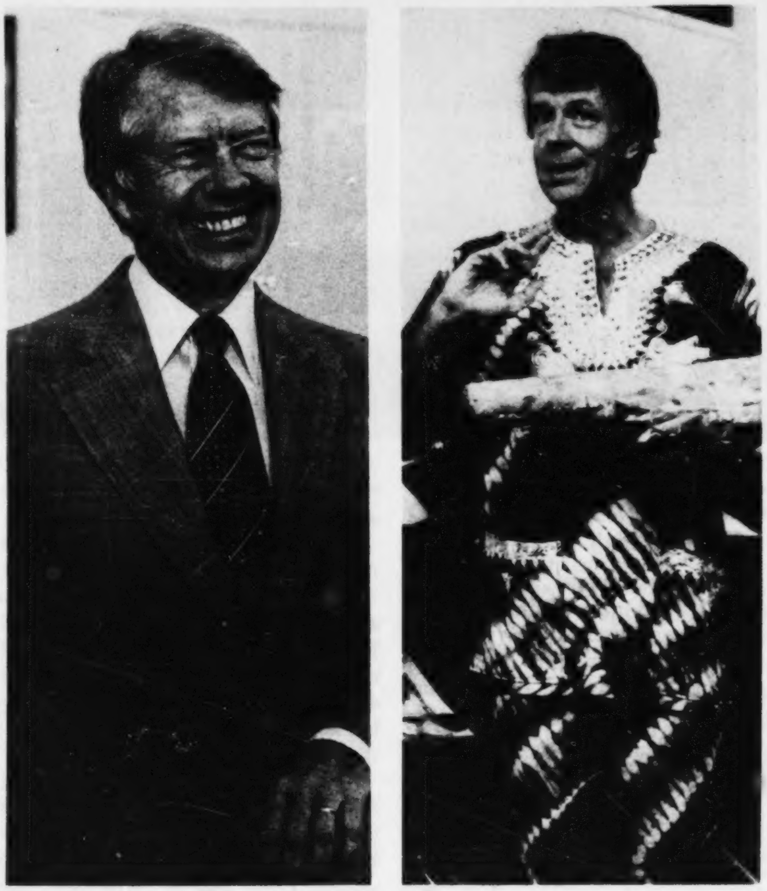
Asia

I've been put on a low-cholesterol diet, and am concentrating on fish and fowl as opposed to eggs and beef. Someone told me certain fish are high in fat and should be avoided. Which ones are they?

A.

You should avoid fatty meats on a low-cholesterol diet because most of the fats in meat are the saturated kind. Fish are high in polyunsaturated fats and eating fish, whether lean or fatty, is a good way to reduce blood cholesterol levels. I suspect you were advised to stay away from certain fish that are higher in calories and therefore more fatty and less lean than other fish. Our dietician consultants tell me that the higher-calorie fatty types of fish include: butterfish, herring, mackerel, pompano, sablefish, salmon, shad, smelts, trout, whitefish and bluefish. Shellfish, such as lobster, shrimp, and crab, are relatively low in calories until you dip them in butter, fry them, or put them in a rich cream sauce. Then the calorie count goes sky high immediately! The cholesterol content of a shellfish is somewhat higher than most lean fish, but is significantly lower than egg yolks, beef and other animal meats. ■

DEPARTMENT OF LOOK-ALIKES



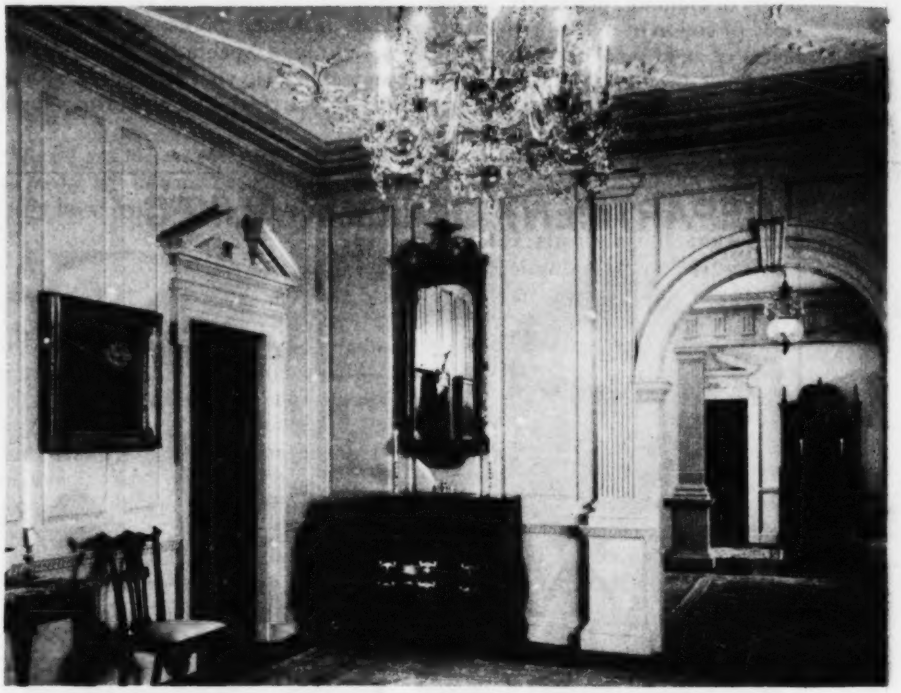
One of these men, the NEWSLETTER believes, is President Carter. The other probably is, or should be, or might be Harry Cahill, former economic counselor at Embassy Lagos, in Nigeria. The editors, after handling and comparing both pictures, have lost track of which is which. The photo of Mr. Cahill (whichever one that is) appeared in the August-September NEWSLETTER, prompting some readers to demand we expose the fact that the President had infiltrated the Foreign Service. (The photo of Mr. Carter is by White House photographer Karl Schumacher.)

New acquisitions in Diplomatic Reception Rooms

Paintings, other objets d'art are on view

GIFTS to the Diplomatic Reception Rooms totaling $737,000 in cash, as well as additional contributions in the form of oil paintings, furniture, antique silver, Oriental rugs and other objets d'art, have been announced by the Department's Fine Arts Committee. Hundreds of "donors and lenders" to the rooms attended a reception there on January 18 to view the acquisitions, discuss plans for improvements to the rooms, and to hear the committee's report covering 1979. Among the gifts and loans received:

- *Oil painting*, "William Penn's Treaty with the Indians," after Benjamin West. The painting, circa 1840, was executed after an engraving of West's painting of the same subject. It is the gift of Mrs. Benjamin C. Russell of Alexander City, Ala., in memory of Benjamin Commander Russell. The oil now hangs in the entrance hall.
- *Oil painting*, "View of the Capitol." This features the Bullfinch dome, and was painted around 1840. The painting is the gift of Mrs. Sally Turner, of Plainfield, N.J. It also is in the entrance hall.
- *Portrait* of John Jay, by John Wesley Jarvis. Jay served as U.S. secretary of foreign affairs, 1784-90. He continued to supervise the new Department of State until Thomas Jefferson took office as the first Secretary in March 1790. The oil was copied after Gilbert Stuart's portrait of Jay. It was loaned to the Department by Mrs. Harriette Bruen Davis of Westport, N.Y. It will be placed in the rooms later.
- *Oil painting*, "Battle between Troopers and Indians," by Charles Schreyvogel. The painting, loaned by the Dietrich Corp., Philadelphia, is now on loan to the White House. Dietrich also loaned another painting, "Indians Fleeing Fort Benton, Mo.," by John Mix Stanley. It too is on display in the White House.



Chippendale mahogany desk and 18th-century cut-glass chandelier. ***(Photo by Breger & Associates)***

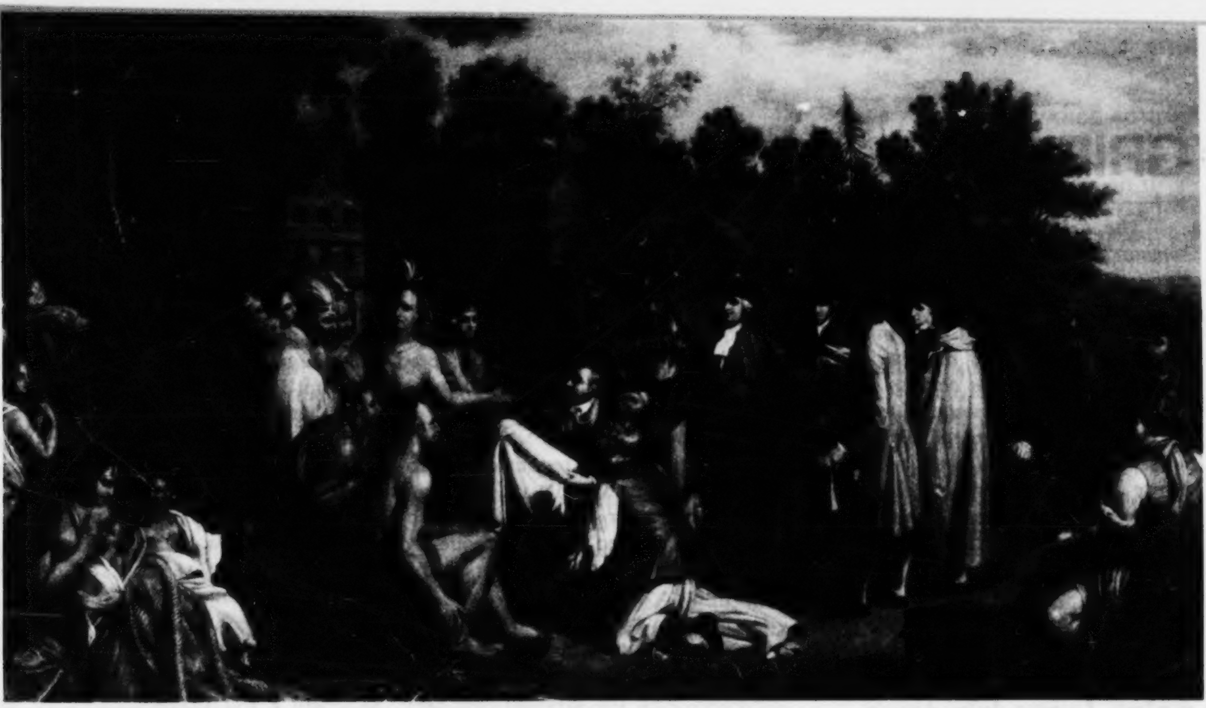
The Department also received many gifts and loans of fine furniture. Among recent acquisitions is a Chippendale desk, of Santo Domingan mahogany, on view in the entrance hall. The desk is the gift of Mr. and Mrs. Joseph Hennage, of Chevy Chase, Md. The J.S. and Barbara P. Johnson Fund, New York, gave two gifts—a Queen Anne walnut shell carved armchair, made in Philadelphia, circa 1750-60; and a Chippendale carved mahogany armchair, also made in Philadelphia, circa 1760-70. The Queen Anne will be placed in the ladies' lounge, now being remodeled. The Chippendale is in the Thomas Jefferson State Reception Room.

G.G. Meade Easby of Philadelphia loaned a Queen Anne armchair, circa 1750—now in the John Quincy Adams Room, and a Chippendale pie-crust tilt-top table, circa 1760, which is in the Jefferson Room.

Dr. Harrison G. Monk of Annapolis, Md., loaned a bronze work, "The Rattlesnake," by the American sculptor-painter Frederic Remington. Made in 1905, the bronze is considered to be Remington's most graceful sculptural rendition of the bucking horse in motion. It is now on view in the men's lounge.

Mrs. Deena Clark, of Washington, D.C., donated two crystal chandeliers for the entrance hall: a ten-light chandelier, made in England around 1790, and an eight-light, also made in England around 1765. Also on display in the entrance hall is a rare silver spoon made by William Whetcroft, Annapolis, around 1774—the gift of Sally W. Daniel of Ambler, Pa.

Other acquisitions include six rare American silver tablespoons,



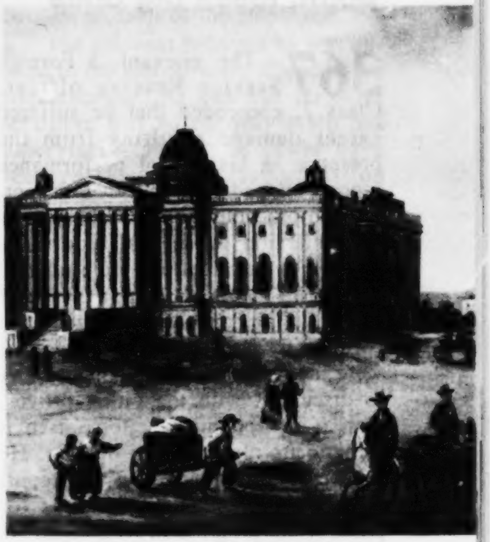
"William Penn's Treaty with the Indians." *(Helga Photo Studio)*

made by Richard Humphreys in Philadelphia in 1772—the gift of Fenton Brown, New York; a Chippendale mahogany tea table, made in Philadelphia, circa 1770—the gift of Marshall Field, Chicago; and a Chinese export porcelain plate, from the dinner service purchased by Martha and George Washington and used by them at Mount Vernon—loaned by Ambassador and Mrs. Marion Smoak of Washington. The Fine Arts Committee received scores of other objets d'art, now on view in the reception rooms on the eighth floor, and in the Secretary's office and reception rooms on the seventh floor.

Many persons gave cash or securities. Contributors of $10,000 or more, whose gifts during 1979 were announced at the reception, include Senator and Mrs. William Hernstadt, Las Vegas, $51,500; J.S. Johnson and Barbara P. Johnson Fund, New York, $27,000; J. Aron and Company, Inc., New York $25,000; Claneil Foundation, Inc., Philadelphia, $25,000; Mr. and Mrs. Arthur D. Leidesdorf, Palm Beach, Fla., $25,000; Dora Roberts Foundation, Big Springs, Tex., $25,000; Ruth and Vernon Taylor Foundation, Denver, $20,000; Elizabeth F. Cheney, Oak Park, Ill., $15,000; Mrs. Morton W. Smith, Middleburg, Va., $15,000; Mr. and Mrs. J. T. Dorrance, Gladwyne, Pa., $12,000; Mrs. Deena Clark, Washington, D.C., $11,370; former Ambassador and Mrs. Walter H. Annenberg, $10,300; Mrs. James Stewart Hooker, New York, $10,000; Mrs. Lewis Clark, Washington, in memory of her late husband, Lewis Clark, $10,000; General Motors Corp., Detroit, $10,000; Hearst Foundation, Inc., $10,000; Robert J. Kleberg Jr. and Helen C. Kleberg Foundation, San Antonio, $10,000; Mr. and Mrs. Edward F. McGee, Greenwich, Conn., $10,000; and Mr. and Mrs. John McShain, Philadelphia, $10,000. In all, the committee received $736,735—of which nearly $210,000 was applied to the architectural improvement fund.

Since 1961, when this "Americana Project" was launched, the committee has helped collect furnishings valued at more than $20,000,000. It is seeking $1,962,000 to buy some of the objets d'art, now on loan, for the permanent collection. The committee also is seeking $850,000 for major projects involving architectural improvements to the rooms.

"Official funds are not available for prestige furnishings, paintings and decorative objects," curator Clement Conger said. "We are not as affluent as we appear; 35% of our collection is still on loan. It can 'walk out' as fast as it came in—loans may be withdrawn at anytime. We need to raise, annually, gifts of funds or securities totaling $250,000 to make payments on objects being purchased in the rooms. This is in addition to the funds required for future architectural improvements."



"View of the Capitol," circa 1840.

Contributions to the Department are tax deductible. Inquiries should be directed to Chairman, Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, (202) 632-0298.

—Barnett B. Lester ■

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board.

Grievant wins 1 small point, loses big ones

367—The grievant, a Foreign Service Reserve officer, Class 7, contended that he suffered career damage resulting from the presence in his file of performance reports allegedly marred by substantive and procedural defects, as well as the omission of certain reports he claimed were required. He said that an interim report covering a period of intensive language training was not required by regulations and, even if it were, he was not given an opportunity to discuss it with the rating officer, sign it or append a statement to it prior to its placement in his file. He objected to statements in the report referring to his unpreparedness for classes, his progress in relation to his language aptitude, and his frequent absences, as being misleading and unsubstantiated. He also alleged that a language training report, with a duplicate copy of the interim report attached, was prepared on an incorrect form because his training exceeded the amount of time specified for use of that form.

The grievant also objected to a report prepared on his performance while he was detailed to another agency, contending that the rating officer was not his direct supervisor, a full report rather than an interim report was required, the report was not discussed with him, it did not contain a work statement, and comments referring to his drafting ability and willingness to heed advice were inaccurate. He believed that a memorandum report prepared by one of his supervisors during a short period of that detail should have been entered into his file, and that a second memorandum report by another supervisor should have been a "full" report. As relief, the grievant requested a promotion or, as an alternative, monetary compensation for the damage he contended he suffered. He also requested correction of the alleged errors in his performance file.

The agency did not condone the procedural errors that occurred when two of the protested reports were not discussed with the grievant, but contended that they were not thereby rendered erroneous, inaccurate or falsely prejudicial. The grievant's language training report was not made immediately available to him because he was absent on leave at the time it was prepared. Also, his many absences from class were discussed with him on at least one occasion, and indicated his less than total commitment to language studies. In view of the fact that his training was extended by his two weeks of annual leave, the agency saw nothing inappropriate with regard to comments about his progress, or the form used to evaluate his training, inasmuch as his training period was extended as a result of his leave. As for the reports covering the period of his detail to another agency, the agency noted that two short memorandum reports were not included in his file, but were used as the basis for the longer evaluation by the supervisor of two of the grievant's supervisors. Such a procedure was not unusual in evaluating an individual's performance while on a detail under separate supervisors for successive short periods. The agency concluded, therefore, that the grievant's performance file contained no unauthorized reports nor improper omissions, and that the comments which the grievant found objectionable were fair and accurate reflections of his performance.

The board was unable to find reasonable grounds on which to base a conclusion that procedural errors unfairly handicapped the grievant in competing for promotion. Neither was the board persuaded that the comments objected to were inaccurate or falsely prejudicial. The board found, with regard to the appraisal of the grievant's performance while on detail, that it is not unusual—in fact, it is preferred—that short successive periods under different supervisors be covered by a single report; that report was properly prepared, based on the two short memorandum appraisals requested by the supervisor of the grievant's immediate supervisors. With the exception of a board order to remove one sentence in the training report referring the reader of the grievant's performance file to an interim report, the board found no merit in the grievance.

Case based on talks with political 'outs'

401—Grievant contended that a reviewing officer statement and his rebuttal to it in an officer evaluation report (OER) about his performance as a junior FSO on his first overseas assignment were falsely prejudicial. These statements referred to political discussions held by the grievant at his home with political opposition supporters who had unexpectedly visited him. The embassy had previously ordered its employees to cease further contact with such opposition elements in the country. Grievant had reported the visit to the embassy sometime after it occured in a "memcon" which he subsequently characterized as "puffery" drafted to establish his credentials to do substantive political reporting. Grievant contended that he was deprived of a fair opportunity to present his side of the story before his summary removal from the post as a result of the visit, and before the reviewing statement was written. As remedy, he sought the removal of it and of his rebuttal satement thereto.

The agency contended that the disputed reviewing officer statement was based upon information which the grievant himself supplied. The agency argued that grievant's present claim about the defectiveness of this information was insufficient basis to justify the removal of the comments derived from it. The agency further argued that if the facts of the visit were other than the grievant then reported them to be, he had had ample opportunity to seek correction of the record earlier. The agency pointed to his failure to use the rebuttal statement for this purpose.

The board found no evidence to demonstrate that the reviewing officer acted improperly or contrary to his responsibility in acting upon the grievant's report as a true account of the visit. The board also noted that the grievant was promoted to career status by a selection board which met in the year following the inclusion of the disputed material in his performance file. The board concluded that grievant had not proved his claim that the material at issue was falsely prejudicial or that compelling grounds existed for its removal. The grievance was accordingly denied.

Agency is upheld on emergency visitation

475—The grievant charged that he was improperly denied emergency visitation travel (EVT) in connection with the illness of two members of his family. One illness involved an operation for cancer on his elderly mother; the second, the emergency surgery and hospitilization of his father-in-law, critically injured in an accident. He charged that the agency's interpretation of the two criteria for "serious illness or injury" in the Government regulations to mean "one in which death is imminent or likely to occur" was too strict in both instances. Doctors, he asserted, generally agreed that the cancer his mother had was a serious illness; and his father-in-law's injuries were such that it could not be assumed that he would survive them. The second criterion for "serious illness" as "one in which the absence of the employee or eligible dependent would result in great personal hardship" was also met, he alleged, in both cases. His mother had personally requested his presence, and his wife had enjoyed a particularly close relationship with her father. The agency's denial of EVT when it determined that others were present with the respective family members was an unduly restrictive and mechanistic interpretation, according to the grievant, which violated both the spirit and the letter of the regulations. As relief, he requested reimbursement of two round-trip airfares between the U.S. and his post of assignment.

The agency argued that, having obtained the requisite information in each case, it denied the grievant's requests for EVT when it found that the criteria in implementing regulations were not met. There was no question that serious illness or injury was involved. In accordance with established procedures, however, the attending physician was contacted in each case. It was ascertained that the condition of the sick parent was good, and that at least one other family member was present. While it did not wish to minimize the stress and concern on the part of the grievant and his family, it was necessary to maintain firm and fair standards in authorizing EVT. The agency concluded that it correctly and consistently applied the regulations when it denied the grievant's requests.

The board found that in both cases the agency based its decision to deny the grievant's requests for EVT on the opinions of the attending physicians and surgeons that "death was not imminent or likely to occur"; that his mother was "not critically ill"; and that his father-in-law, although in intensive care, was in stable condition. The agency, in the board's opinion, could not authorize EVT in then-existing circumstances. The board also found that in each case, other family members were present with the ailing parent; thus the second criterion involving "great personal hardship" was not met. The board concluded that the agency's application of the regulations was reasonable, and denied the grievance.

Leave lost at post restored by board

480—The grievant appealed the agency's denial of the restoration of annual leave considered forfeited during his tour at an overseas post. His supervisor, having first approved the grievant's request for 209 hours of leave—earned during the leave year, but exceeding his leave ceiling—had found it necessary to cancel it because of the demands of an inspection of the post. In a memorandum to the grievant, his supervisor pointed out that, as chief of an office which was to bear the brunt of the inspection, the grievant's presence was required because its remaining employees had been scheduled for official leave or "use or lose" leave for the balance of the leave year. A copy of this memorandum was forwarded to the agency by the post, which requested restoration of the leave because it had been "approved and subsequently cancelled, through no fault of the employee."

The grievant believed he was entitled to the annual leave since, in the circumstances, he had had no other recourse but to comply with his supervisor's action; he could have been charged with insubordination had he done otherwise. In addition, the services his office offered to the public would have been severely curtailed had he taken the leave. The grievant contended that the agency, by interpreting the applications as it did in his case, had denied him the legal remedy available to him. In view of the fact that he had retired with his appeal unresolved, the grievant asked, as relief, for the restoration of his leave in the form of a lump sum payment.

The agency cited regulations and guidelines of the Civil Service Commission which implement Public Law 93-181, outlined in FAMC (Foreign Affairs Manual Circular) 673, in support of its denial of the grievant's leave. Those regulations state, in pertinent part, that cancellation by a supervisor of an employee's scheduled annual leave to provide other employees the opportunity to use leave is not a basis for restoration." Further, if cancellation of leave is required by an "exigency of the public business," the operational demand must be "of such importance, magnitude or significance that an employee could not be excused from duty." According to the inspectors, consulted in the course of investigating the appeal, their inspection lasted only four or five days, and their findings were not required to be implemented until after receipt of their report at post. Thus, in the agency's opinion, the reasons for cancelling the grievant's leave did not meet the criteria governing its restoration.

In its findings, the board noted that the agency, in rejecting the grievant's request, relied upon the inspectors' judgment—solicited more than a year after the post's initial request, that their inspection of the post was not "of sufficient magnitude and duration" to meet the definition of "exigency of the public business." The board determined, however, that, the retrospective comments of the inspectors notwithstanding, it was entirely reasonable and normal for the grievant's supervisor to have insisted upon his presence, as office chief, throughout the inspection period and on his being on hand to deal with the inspectors' anticipated report. As approving officer, the supervisor was found to have met the requirements of FAMC 673, and his memorandum provided a valid basis upon which to restore the grievant's leave. The board therefore ordered restoration of the leave in the form of a lump sum payment to the grievant.

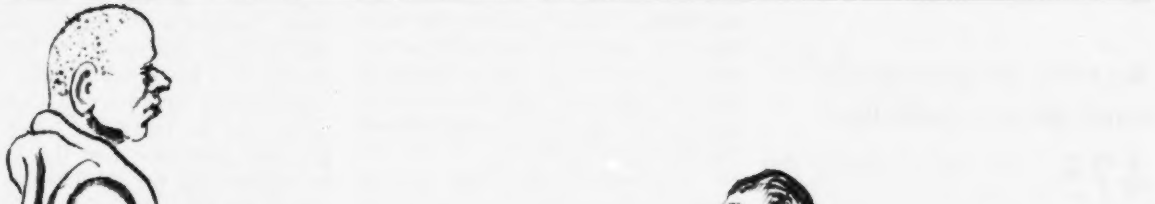
No one 'knowingly would forfeit $1,000'

491—The grievant claimed denial of a financial benefit—inclusion of post differential in the computation of lump-sum payment—due him in connection with retirement at post. This payment was withheld by the agency because the grievant departed post one day prior to his designated retirement date.

The grievant argued he was not given proper retirement counseling as required by regulations; that this lack, plus the dearth of reference materials at post, resulted in his being unaware of the impact of leaving on the Friday prior to his Saturday retirement date. He left on Friday, he said, because that was the day of the one weekly flight out of that city. That Friday, it turned out, was actually the first day he was eligible for retirement and was also the date given on his travel orders in the customary "on or about" administrative phraseology.

The agency contends the grievant was notified some five weeks before retiring that he must remain at post until the close of business on his retirement date, and that his Friday departure did not appear to have been caused by any misinformation.

The board concluded that the grievant was not afforded the special retirement consultation services prescribed by regulations, since it was unreasonable to believe an individual knowingly would forfeit over $1,000 by failing to adjust travel plans by one day. The agency was directed to pay the contested amount to the grievant forthwith. ■



"I know I can't interfere with your freedom of religion, Harry. But I've got to tell you—lately your political reporting has been terrible."

American diplomacy 1780

By Jan K. Herman

February 1780

Armed Neutrality

It is a month of frustration and disillusionment for John Jay. His pleas for recognition and Spanish aid have thus far fallen on unsympathetic ears. Floridablanca, the Spanish foreign minister, keeps Jay out of his hair by assigning him a formal questionnaire to complete. He tells the diplomat that he wants to learn more about America's politics, finances, army, etc.

Behind the scenes, Spain tries to obtain through secret negotiations what it has been unable to procure by war. Floridablanca calls a meeting of the Royal Council at the Pardo Palace on the 28th. He asks the members whether Spain should actually enter into serious negotiations with the British, should they show interest in a deal that would give Spain Gibraltar. More importantly, should France be informed that talks are underway? Floridablanca has secretly dispatched an agent to London to sound out the British Government, this in violation of the Franco-Spanish alliance.

After much discussion, the foreign minister adjourns the meeting to await a British response. He does not wait long. The British will negotiate, but on their own terms. They would expect certain preconditions to be met before there could be any discussion on exchanges of territory. The Spanish would have to promise not to furnish men or supplies to the rebellious American colonies. They would have to agree also never to receive American agents or trade with the rebels. So far so good. The idea of short-circuiting American independence certainly is negotiable. And as for receiving American agents, the treatment of John Jay accurately reflects Spanish intentions.

In return for these promises, Britain would be willing to give up West Florida, but only in exchange for Puerto Rico. Gibraltar, the linchpin of the deal, is not negotiable.

Because the Gibraltar talks never get off the ground, a very serious threat to American independence is averted. Should Spain terminate its alliance with France, French warships would again have to go it alone with the British navy. More importantly, France would continue to bear the entire burden of supplying the Americans with equipment and money. As it is, the contents of the treasury are dwindling at an alarming rate, and even the French have their limits.

Of late, there have been many victims of the naval war. American privateers range into the far reaches of the North Sea, taking British prizes at will. Spanish warships work the Mediterranean, seizing neutral vessels trading with the British garrison at Gibraltar. The British navy intercepts vessels, and cargoes of neutrals and belligerents alike, in an effort to crush the American rebellion.

Even though all the belligerents are guilty of preying on neutral commerce, it is Britain that takes the heat. Years of arrogance and sea supremacy have earned the island nation the enmity of most of her European neighbors. Now seems the perfect time to curtail that power. Catherine the Great proposes "armed neutrality" on the 28th. With this declaration, the Russian monarch proclaims that from now on Russia will protect her shipping from *all* belligerents. One provision promotes the concept of free ships, free goods: " . . . effects belonging to subjects of . . . Powers at war shall be free on board neutral vessels, with the exception of contraband merchandise." The declaration also attacks the paper blockade, one in which a belligerent simply declares the ports of its enemy closed to trade. For a blockade to be legal, Catherine declares, the blockading power must in fact station warships outside those ports.

(One of a series)

Virtually all the maritime powers recognize the implications of "armed neutrality" and either join or cautiously consider membership. France and Spain realize that Britain has the most to lose. These two governments inform St. Petersburg that they will abide by the new rules. The Dutch fear the wrath of British anger and, for now, hold back. The British refuse to recognize the proclamation.

As the month closes, it is clear that by refusing to negotiate with Spain, Britain has lost a golden opportunity to break up the Franco-Spanish alliance. George III will risk the loss of an overseas continent to keep "the Rock." Even more significant is the willingness of so many of Britain's rivals to line up against her. The British may soon find themselves fighting with their backs to the wall. ■

AND . . . H-E-E-E-RE'S HOLLAND!

Here's what's happening at The Hague, Netherlands. The photos are by *Julia Simon* and *Rebecca McDonnell*. This is another in the NEWSLETTER series on life at overseas posts.

Scenery near the embassy.

Mike LaFranchi, regional security officer, and *Margaret LaFranchi*, political secretary, in front of the Binnenhof, centuries-old center of the Dutch government.

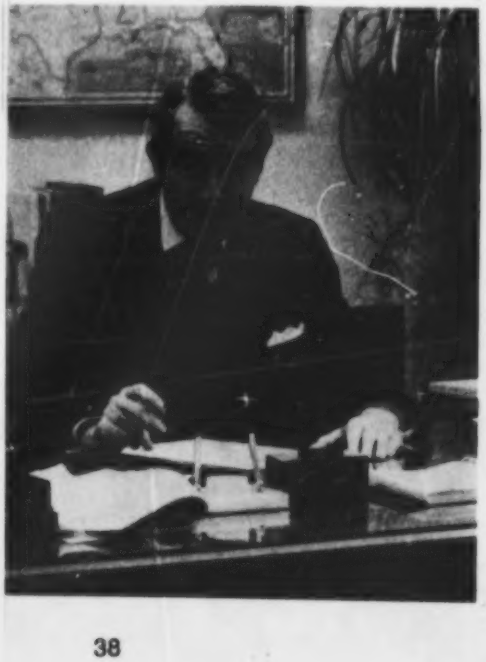
At traditional Dutch pre-Easter celebration are *Moureen Luyk*, left, and *Andrea Simon*, daughter of political officer Hugh Simon. Child with back to camera is unidentified.

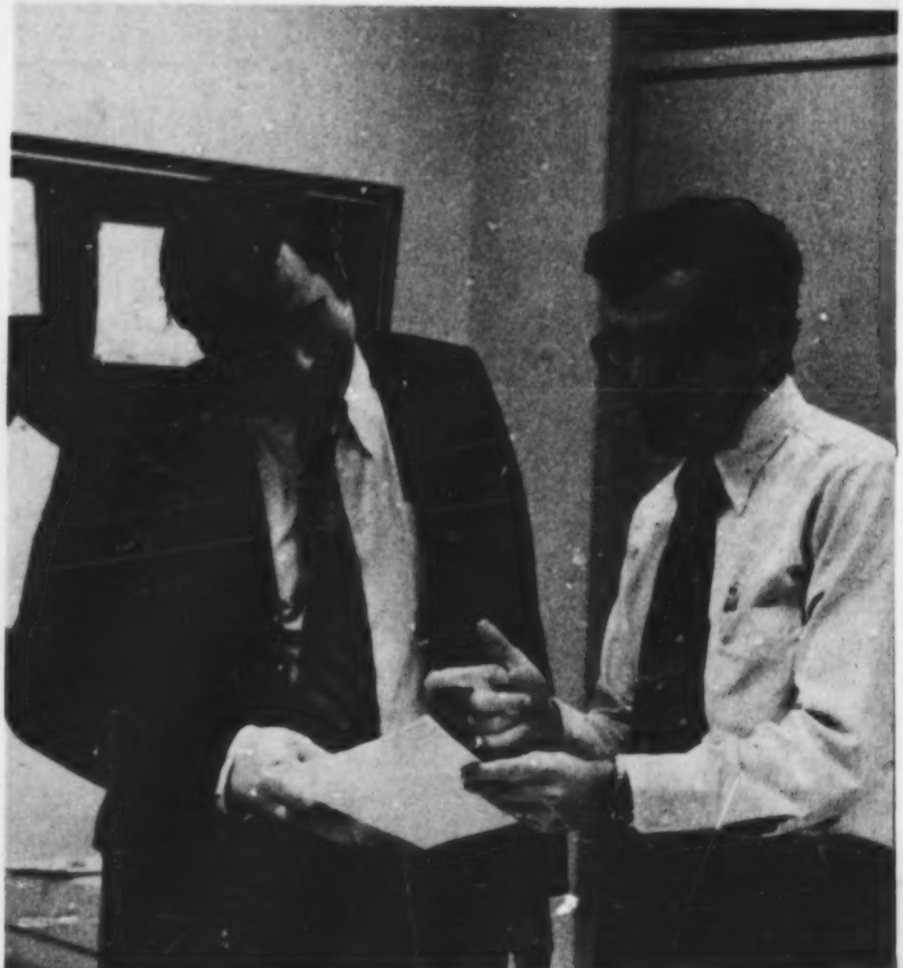
John Crump, political counselor, on his way to work.

Ambassador *Geri M. Joseph*, right, with Dutch members of Amnesty International.

Commercial attache *Ken Yalowitz*, right, and commercial assistant *Frank Baulding*.

Deputy chief of mission *Thomas J. Dunnigan*.





Carole Faulk **and** ***Michelle Madison*****, secretaries.**

At the annual "Casino Nite" charity benefit, from left: political officers ***Howard Ellis*** **and** ***Guido Gale; Barbara Heverly*****, Office of Defense Cooperation;** ***Frank Sliwa;*** **Marine security guard** ***Timothy Calkins; Anita Morseman*****, Office of Defense Cooperation;** ***Bea Mirman;*** **and political officer** ***Margaret LaFranchi*****.**

John Bussell **of defense attache office is into duplicating.** ■

EDUCATION AND TRAINING

Rep. Fascell is Open Forum speaker

Congressman Dante Fascell (D.-Fla.) is scheduled to address the Secretary's Open Forum on February 20 on consular affairs and foreign policy. Wanda Jablonski, founder and publisher of Petroleum Intelligence Weekly, will speak to the forum on February 27 on "Myths about OPEC."

The forum is organizing a working group on global strategy. Working groups on "East European succession questions" and on the Caribbean are also forming. Existing working groups on professional concerns, on southern Africa, on illegal workers, on consular affairs and foreign policy, and on the Palestinian question are continuing their programs of research, writing and discussion. Persons interested in joining any of these groups are invited to contact the forum on Ext. 28790, Room 7419.

Forum speakers in January included Dr. Paul Riebenfeld, from the Zionist Organization of America; Robert S. Goralski, from the Gulf Oil Co.; and Randall Robinson, from TransAfrica. Also scheduled to speak were former Assistant Secretary of State Roger Hilsman; the senior adviser to the Secretary, Philip Habib; and Congressman James Leach (R.-Io.), in January; and Under Secretary of Commerce Luther Hodges Jr. and Dr. Robert Rothstein, who is doing research for the Department on the future of the North-South dialogue in February.

NEW DIRECTIVES

Organization and functions

The Bureau of Human Rights and Humanitarian Affairs (HA) was established in the Department of State under Public Law 95-105, August 17, 1977 (91 Stat. 846), to replace the former position of Coordinator for Humanitarian Affairs (D/HA) in the Office of the Deputy Secretary, announced in FAMC No. 700, dated June 24, 1975. (TL:ORG-114)

Effective August 1, 1979, the functions and staff of the Combined Economic Reporting

Schedule of courses at Foreign Service Institute

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Administrative training				
Administrative Operations	10	28	26*	2 weeks
General Services	24	—	—	4 weeks
Personnel Laboratory	—	14	12	2 weeks
Budget and Financial Management	10,31	21	12	6 weeks
			*3 weeks	
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Special Consular Services	Correspondence course			9 months
Advanced Consular Course	—	—	5	3 weeks
Consular Employees Professional Seminar	3	—	—	2 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	—	7	—	2 weeks
Techniques of Negotiations	—	—	12	1 week
Political Analysis	—	21	—	4 days
Executive-Congressional Relations	10	—	—	1 week
Seminar on Terrorism	3, 17	7, 14, 28	5, 12, 19	1 day
Situational Diplomacy	24	—	—	4 days
Executive development				
Executive Performance Seminar (off-site)	9	27	—	5 days
Supervisory Studies Seminar (off-site)	—	13	—	5 days
Foreign Service Officer Orientation	Dates to be announced			5 weeks, 3 days
Orientation				
Foreign Service Secretarial Training	—	7	—	5 days
Departmental Clerical Orientation	10	14	12	5 days
Departmental Officer Orientation	—	14	—	2 days
Foreign Service Orientation	17	—	12	1 week
Economic and commercial training				
Foreign Service National Commercial Training Program	31	—	—	6 weeks
Equal employment opportunity				
Executive EEO Seminar	25	29	—	1 day
Clerical training				
Human Relations and Secretarial Office Procedures	—	—	20	24 hours
Management Skills for Secretaries (off-site)	—	—	7	2 days
Beginning Stenography	—	—	6	60 hours
Intermediate Stenography	—	—	6	60 hours
Advanced Stenography	—	—	13	60 hours
Beginning Typewriting	—	—	6	60 hours
The Art of Machine Transcription	As applicants warrant			3 hours
OCR Telegram Preparation	As applicants warrant			4 hours
Workshop in the Preparation of Travel Vouchers	21	25	16	3 hours
Communication skills				
Reading Development Skills I	—	14	—	20 hours
Reading Development Skills II	—	14	—	20 hours

—*(Continued on next page)*

(Continued from preceding page)

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Public Speaking	—	—	6	24 hours
"How to Communicate by Letter and Memo" for Secretaries	—	—	13	24 hours
Elementary English Skills	—	—	13	30 hours
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours
Effective Writing for Managers	—	3	—	16 hours
Effective Oral Communication for Managers	—	3	—	12 hours
Effective Writing in International Affairs	—	—	19	12 hours
Workshop for Foreign Service families				
Workshop for Foreign Service families	17	—	5	2 weeks
Career Counseling	—	21	—	5 days
Going Overseas	1	12	3	1 day
Community Skills	10	—	—	1 week

Area studies and language training

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Area studies				
Africa, Sub-Sahara	24	21	19	2 weeks
Western Europe	24	21	—	2 weeks
People's Republic of China	10	—	—	2 weeks
East Asia	—	—	19	2 weeks
Eastern Europe and USSR	24	—	19	2 weeks
Russian Familiarization	—	—	19*	6 weeks
Latin America	24	21	19	2 weeks
Near East and North Africa	24	21	19	2 weeks
Arabic Familiarization Course	—	—	19**	6 weeks
South Asia	—	21	—	2 weeks
Southeast Asia	—	21	19	2 weeks
Western European languages				
French	10	7	5	20 weeks
German	—	7	—	20 weeks
Italian	—	7	—	20 weeks
Portuguese	—	7	—	20 weeks
Spanish	10	7	5	20 weeks

*Two weeks of area studies followed by four weeks of Russian language instruction.
**Two weeks of area studies followed by four weeks of Arabic language instruction.

SEOUL—FSO *Dennis P. Halpin* celebrates his victory in a Korean language oratorical contest for foreigners. FSO *Roger C. Nottingham* is with him.

Program (CERP) was transferred from the Office of Management Operations (M/MO) to the Office of the Deputy Assistant Secretary for Commercial and Telecommunications Affairs (EB/CTA). The office symbol for this staff is changed to EB/CTA/CERP. (TL:ORG-115)

Personnel

Procedures for evaluating the performance of Foreign Service national (FSN) employees have been completely revised to provide for an annual evaluation. Joint Form JF-50 is used for these evaluations. (Section 961 and Exhibit 961.2.) (Uniform State/AID/USICA Regulations; TL:PER-490)

Payment of per diem is now authorized during periods of necessary outpatient treatment. (Uniform State/AID/USICA Regulations—TL:PER-482)

General services

A new Section 250 is established which includes the standards for Governmentwide official stationery paper. This section is transferred from Section 1360 through 1364.4, Blue Pages. (TL:GS-259)

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts, may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense. (Uniform State/AID/USICA Travel Regulations; TL:GS-260) ■

LIBRARY SERVICES

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:
—Loan of books, periodicals, and government documents
—Locating and borrowing items from other libraries
—Assistence in finding information (legal, statistical, historical, biographical, etc.)
—Automated retrieval of information relating to foreign affairs
—Daily newspapers (back issues on microfilm) ■

Answers to Quiz

(See Page 14)

1. William T. Sherman.
2. John Pershing.
3. Zachary Taylor.
4. Douglas MacArthur.
5. Xenophen, 400 B.C.
6. Omar Bradley.
7. Philip Sheridan.
8. Arthur Wellesly, first Duke of Wellington, most famous for his part in the Battle of Waterloo.
9. Ulysses S. Grant (two weeks later he changed his mind and moved on).
10. Robert E. Lee.

EQUAL EMPLOYMENT OPPORTUNITY

First black U.S. diplomat was consul general in Haiti

The story of Ebenezer Don Carlos Bassett

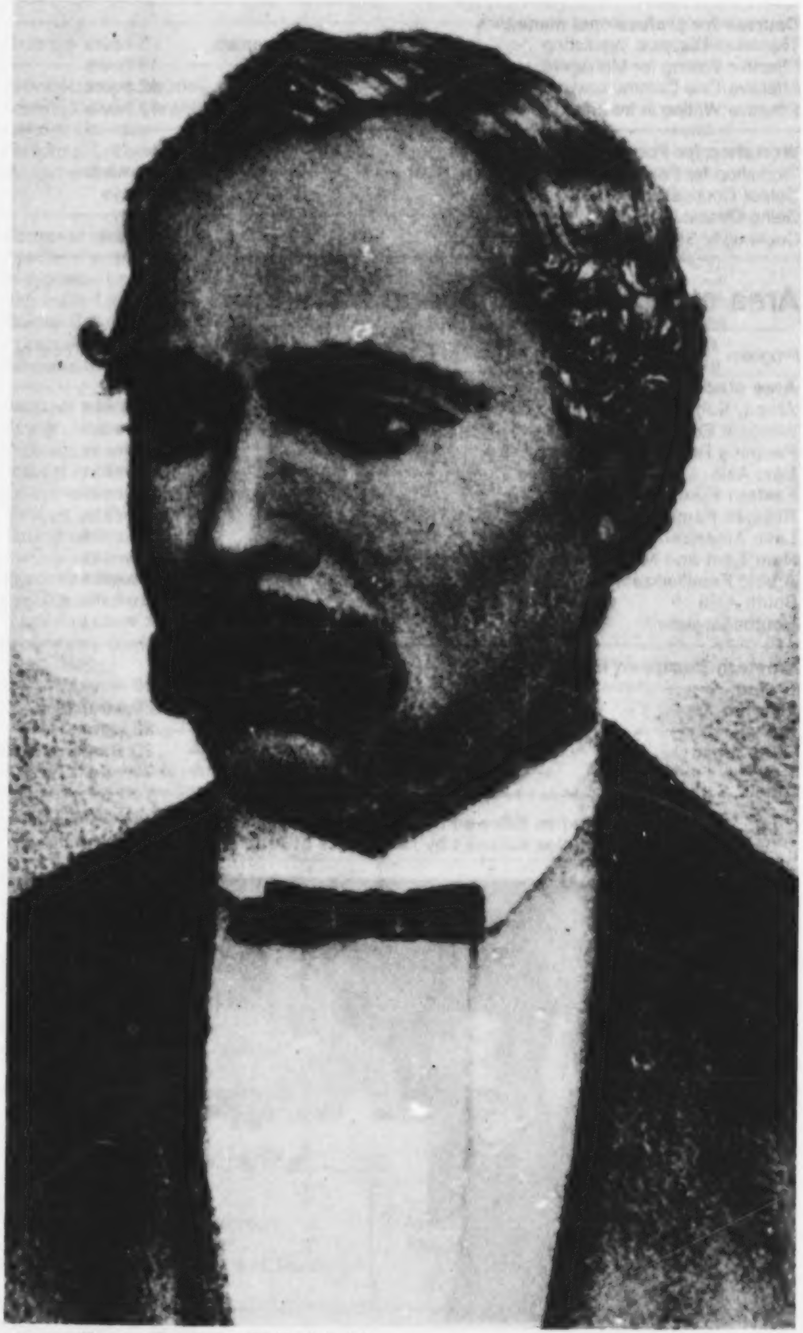
By Homer L. Calkin

The author formerly served in the Department's Historical Office. He is now a consultant. He prepared this article as part of State's observance of Black History Month.

EBENEZER DON CARLOS BASSETT became the first black diplomat of the United States when President U.S. Grant appointed him minister resident and consul general to Haiti on April 16, 1869. Mr. Bassett had not waited very long after the end of the Civil War before he made known his interest in an appointment.

In a letter to Mr. Bassett on September 16, 1867, Frederick Douglass wrote that he had never heard "any good reasons" stated why some "competent colored citizen" should not be sent to represent the United States in Haiti. There was, he thought, "an obvious propriety in the measure. Its adoption would be scarcely less gratifying and assuring to Hayti than to the millions of colored citizens of the United States." Mr. Douglass was ready "to recommend yourself [Mr. Bassett] as a man whom I regard as every way fitted to discharge the duties of the position. Your education, manners, business talents, prudence, and general information are full equal to the dignity and duties of the Office." Mr. Bassett's industry was very evident because he had been under the supervision of the Society of Friends in Philadelphia for more than a decade. These men "tolerate no sluggards and were you other than industrious and painstaking they would have dispense with your services long ago."

Mr. Bassett was born in Litchfield, Conn., in 1833. His father was a mulatto and his mother a Pequot Indian. After graduation with honors from the State Normal School of Connecticut, he became a grammar school principal in New Haven. While there, he studied at Yale University. In 1855 he joined the staff of the Institute for Colored Youth, an outstanding school in Philadelphia. He became principal and teacher of



E. D. Bassett
Ex-minister to Haiti

mathematics, the natural sciences and the classics. Lincoln University, Oxford, Pa., conferred an honorary master-of-arts degree upon Mr. Bassett in 1868.

When Mr. Bassett presented his formal written application to Secretary William H. Seward on November 22, 1867, he referred to a number of recommendations he had handed to the Secretary earlier. It was an illustrious list. In addition to Mr. Douglass, Mr. Bassett's own race was represented by John M. Langston, professor of law and dean at Howard University and later U.S. congressman from Virginia, and George Downing, who was in charge of the House of Representatives restaurant and chairman of the National Executive Committee of Colored Men.

His supporters also included nine professors from Yale; a professor of Greek at Brown University; governors of Connecticut and Rhode Island; senators and congressmen from Rhode Island, Pennsylvania, Connecticut and New Hampshire; citizens of several towns in Connecticut; the mayor and citizens of Philadelphia; the collector of the port of New Haven; and the commissioner of the National Bureau of Education in Washington. In their letters of recommendation, they referred to him as an "upright, worthy man and citizen," and commented on his "spotless reputation" and his "intelligence, judgment, courtesy and integrity."

The position in Port-au-Prince had become vacant when the incumbent U.S. minister, H.E. Peck, died at his post on June 9, 1867. Mr. Bassett was not successful in getting the appointment in spite of the fine recommendations he had. Instead it went to Gideon Hollister of Connecticut, who had applied for a position in the diplomatic service as early as 1861.

When U.S. Grant succeeded Andrew Johnson as President, Mr. Bassett again sought the position in Haiti. In his letter of March 17, 1869, to Mr. Grant, he noted that he had been urged by many friends "both of my (the colored) race and of the white race" to apply. These "distinguished gentlemen" considered him "a *representative colored man* fitted for the position; and my appointment, or the appointment of some other proper person of my race, would be hailed by them, especially by recently enfranchised colored citizens, as a marked recognition of *our* new condition in the Republic and an auspicious token of our great future."

A month later Mr. Grant appointed him at a salary of $7,500 a year. Contingent expenses were not to exceed $500 a year without special authority from the Department. Secretary Fish wrote Mr. Bassett: "The Department entertains the confidence that your intelligence and zealous attention to the interest of the United States now confided to your care, will be eminently conducive to the harmony and friendly relations existing between the Governments of the two countries."

Mr. Bassett was delayed in his departure because of a need to attend to personal affairs caused by the death of his father. He sailed from New York on June 5 and arrived at Port-au-Prince nine days later. Mr. Hollister, his predecessor, "cordially welcomed" Mr. Bassett and took him to his residence in the country, where he remained as a guest for some time.

Sylvain Salnave, president of Haiti, was leading his army in the field in an attempt to subdue rebellious forces. As a result, Mr. Hollister and Mr. Bassett had to delay having an audience with him until September 8. Meanwhile, Mr. Bassett became quickly immersed in the duties that confronted a newly-appointed representative of the United States in a country torn by strife and revolution. With the assistance of Mr. Hollister, he began to familiarize himself with the archives and all other matters connected with the legation. He reported to the Department within less than a month after his arrival that the "state of affairs here [in Port-au-Prince] is somewhat alarming." Currency was depreciating rapidly each day, so that Haitian merchants were beginning to refuse it and demand gold. Mr. Bassett suggested that an American warship be sent immediately "to avert the evils now apprehended by our citizens here." During his eight years in Haiti, this was a request that he would make a number of times.

A month later, on August 7, Mr. Bassett rented an office in a fireproof building, to protect the legation's records and property against being destroyed by fire. This had happened earlier when Mr. Peck's residence, which served as his office as well, had been burned during one of the uprisings. Mr. Bassett asked for $480 rent, and money to buy the desks and chairs to furnish it and to hire a porter. The Department replied that he would not be repaid for the office rent.

When Mr. Bassett had his first interview with Mr. Salnave, he noted in his remarks: "I am of the same ancestral origin as yourself and the people over whom you preside, and I offer this fact as an additional guarantee of my cordial desire . . . to strengthen . . . the friendly intercourse" between the two republics. To which Mr. Salnave replied: "I experience an inexpressible satisfaction at the fact that the Government of the United States has chosen one of its honorable citizens of our race to represent it near our Government." Following the interview, Mr. Salnave had the American flag flown on the flagstaff of the National Palace and a salute of 17 guns fired.

It did not take Mr. Bassett long to learn that diplomacy involved more than an exchange of kind words and a gun salute. Two days after meeting the president, Mr. Salnave called on Mr. Bassett at the latter's residence in the country. Mr. Salnave inquired if he could rely on a friendly disposition toward him and his government, and if the United States would assist him in quelling assaults from within or without. Mr. Bassett replied that "great governments . . . move cautiously in measures of that character; and I cannot assure you of anything farther than the same friendly sympathy which has heretofore been shown your Government."

When insurgents captured Cap Haitien in 1869, the U.S. consulate there was filled with refugees, among them Mr. Salnave's family and several of his generals. Mr. Salnave called upon Mr. Bassett to provide relief and safe transportation of his family to some safe or neutral territory. It seemed proper to Mr. Bassett "in the interest of humanity" to protect the president's family. After two months, Mr. Bassett was able to arrange with the new provisional president, Nissage-Saget, for the release of Mr. Salnave's family.

With Port-au-Prince under threat of attack also, many refugees began to seek protection under the U.S. flag. At least 600 crowded into the office and grounds of the legation in the city. More than 1,000, mostly women and children "all in a state of terror, excitement and confusion which beggars description," went to Mr. Bassett's country residence. This had been the summer residence of a former president of Haiti, Fautin Soulouque — about a mile from the city and surrounded by 15 acres of land.

In a note on Mr. Bassett's despatch, Assistant Secretary J.C.B. Davis wrote: "The Department does not look with favor upon the use of the consulate and legation of the United States as places of refuge for the persons and property of political exiles. While unwilling to do anything to repress the impulse of humanity towards the innocent sufferers from the intrigues and ambition of rival chieftains who ultimately come to the possession of power, it desires the representatives of the United States to carefully abstain from making their houses or their offices 'asylums.' " The Department instructed Mr. Bassett along these lines. The "proceeding has never been sanctioned by the Department, which, however, appreciates those impulses of humanity which make it difficult to reject such appeals for refuge."

Mr. Bassett, in reply, wrote: "I pray you not to withdraw the right of asylum . . . from the poor men, not to listen to pretended charges of crimes which can easily be trumped up here against any of Salnave's friends, and not to insist that I may not defend and protect them according to my promises to them."

Mr. Bassett did not let the rebuke from the Department deter him a few years later. In 1875 Haiti was again in a state of turmoil. "Bad passions have been stirred up, persons have been shot down in the streets and in their homes, arbitrarily arrested, exiled and outlawed . . ." The residence of Mr. Bassett again became an asylum for many people, including Gen. Boisrond Canal, deposed president of Haiti. One thousand armed men "with discontent stamped on their faces and Henry rifles in their hands" surrounded the premises.

A few days later Mr. Bassett, through his good offices, was able to free the legation of all refugees except Mr. Canal and his brother. On June 4 the Department informed Mr. Bassett: "It is regretted that you deemed yourself justified by an impulse of humanity to grant such an asylum. You have repeatedly been instructed that such a practice has no basis in public law and, so far as this government is concerned, is believed to be contrary to all sound policy." He was instructed to terminate the asylum, provided the Haitian government would not inflict punishment if the refugees were convicted but allowed to leave the country.

The Haitians showed no disposition to meet this requirement, and hundreds continued to surround Mr. Bassett's residence. Their "presence subjects me and my household to every inconvenience and anxiety, and, I think, to some danger also." In spite of this, Mr. Bassett continued to provide protection for Mr. Canal until October 4, when the refugees were permitted to leave Haiti and the soldiers were withdrawn.

With the frequent uprisings of insurgents and changes in government leadership, violent threats and expressions of hatred against Americans became popular in Haiti. Mr. Bassett particularly had to be careful. In 1870 he informed the Department: "I have myself been warned by discreet friends to be on my guard as to my route to my home in the country and as to where I eat and drink, inasmuch as they heard unpleasant threats in reference to myself."

Haitians also worked themselves "into a fever heat" whenever the prospective annexation of Santo Domingo by the United States was mentioned. In reporting this feeling, Mr. Bassett commented: "The flippant allusions now and then made in journals like the *New York Herald* to old prejudices against colored men in the United States are dexterously used to inflame this feeling against Americans and their occupation of St. Domingo."

Later in the year, Mr. Bassett was on leave of absence. Reports circulated in Port-au-Prince that he had damaged the reputation of the Haitian government in the estimation of President Grant and Secretary Fish during his visit to the United States. Notwithstanding this, the reception of Mr. Bassett upon his return by the government, and especially the president and the people, "was of the most cordial character. It was, in fact, little short of an ovation."

Mr. Bassett's many despatches as minister resident in Haiti provide insights into the problems and the rewards that a person in the 19th cen-

Calendar of events: Black History Month

Entire month: African art exhibit, loaned by Robert A. Dumas, Sr.; Diplomatic Lobby (C Street entrance). February 5: Opening ceremonies, William H. Gray III, member of Congress, West Auditorium, noon. February 7: Duke Ellington School of the Arts, West Auditorium, noon. February 12–15: NAACP Black Film Series, Room 1105, noon. February 14: Dr. Raymond Jackson, concert pianist, West Auditorium, noon and 1 p.m. February 19: Jim Vance, WRC-TV news anchorman, West Auditorium, noon. February 19–22: NAACP Black Film Series, fourth-floor auditorium, SA-15, noon. February 20: REP, Inc., Community Theater, West Auditorium, noon and 1 p.m. February 22: Installation of Thursday Luncheon Group officers, American Foreign Service Club, 6 p.m. February 26: Dr. Bernice Reagon, cultural historian, West Auditorium, noon and 1 p.m. February 28: Howard University Gospel Choir, West Auditorium, noon. February 25–29: NAACP Black Film Series, fifth-floor conference room, SA-12. noon. Employees may invite their families and other guests.

tury diplomatic service faced. These would include his relationships with the diplomatic corps and the community, his task of administering an office and his normal reporting function. They also reveal much about the representative of the United States as an indivdual. During his first year in Haiti, Mr. Bassett kept the legation open during the usual business hours every day, Sundays excepted. To do this the cost to Mr. Bassett for "office rent and furniture, etc. etc. is about twelve hundred dollars for this year [1870]." Three years later he was again asking for an allowance to pay office rent and clerk hire. Because of the enervating climate and a reasonable regard for his health, he had hired the services of a "competent and reliable clerk." He continued: "I think I can now after nearly four years' residence here, risk the assertion that no man habituated to our northern climate can fully discharge the duties of this office, even as poorly as I have discharged them, under the fearful and increasing heat of 'this terrible sun of the tropics' without some clerical aid as I have felt obliged to avail myself of." Again the Department refused to pay for clerk hire.

By January 1871 Mr. Bassett had become the ranking member of the consular and diplomatic corps in Haiti. As dean of the corps, he called upon the president with representatives of all Christian powers of Europe, except Switzerland, Russia and Greece, and Liberia, Brazil and Venezuela, to present the compliments of the new year. He gave his address in French, a language in which he was fluent. Throughout the remainder of his time in Haiti, Mr. Bassett acted in this capacity at such ceremonies and on other occasions where the diplomatic corps was present.

In 1875 Mr. Bassett was honored by a social club, called the "Circle of Port-au-Prince," which almost unanimously elected him president. The club was composed of a majority of the diplomatic corps, most of the leading European and American merchants, and a few Haitians of high standing. According to the rules of the club, no discussions or conversations of a political nature could be held in its rooms. Mr. Bassett said he did not give information regarding his election to the Department in any spirit of self-adulation, however flattering "the compliment of the election to such a position . . . might be to me personally." He wished to state that he was not unaware that a diplomatic agent "ought not to surrender his perfect freedom of action to any consideration of personal or social friendship . . . ."

He continued to face mixed reactions in Haiti regarding President Grant because of his desire for the proposed treaty of annexation of Santo Domingo by the United States. In 1872 his campaign and reelection were variously received. Mr. Bassett reported that all foreigners in Haiti were satisfied with the outcome of the election, although it was coldly received by the government officials. He noted that a large number of the people appreciated "Grant's service in behalf of the colored race and of liberty." He added his personal views: "For myself, as a citizen of the United States not altogether wanting I trust in patriotism, and as a man of color, I cannot refrain from expressing my almost unbounded satisfaction and joy at the result of the long and somewhat acrimonious presidential campaign. The eminent citizen whose sword saved a nation from disruption and wrested a race from bondage, is now to give us four years more of that rare statesmanship which has never failed . . . to vindicate the rights of a once oppressed race, and to bless the whole nation."

During the eight years Mr. Bassett served in Haiti, he by no means limited himself to reporting the events of the many revolutions and changes in government. He also reported to the Department on his activities, which included an attempt to reach agreement on a consular convention with Haiti and the settlement of many claims of American citizens for losses that were incurred during the insurrections. In addition, he provided information on Haitian finances, the constitutional and legal changes, and actions taken by the Haitian legislature.

The tragedy of fires, which were frequent, and hurricanes were not overlooked. He was especially distressed by a 1873 fire which destroyed the Protestant Episcopal Mission. In 12 years, the mission had "gained the respect" of everyone in the capital city and "seemed about to enter a strong foothold upon a new carpet of extended usefulness . . ." Mr. Bassett continued: "I as an American interested in the spread of American ideas and American civilization, cannot but hope to see this mission raised from the blow it has just received and placed by American philanthropy upon an enduring foundation."

On July 23, 1877 Secretary of State William Evarts requested Mr. Bassett's resignation, which he submitted a month later. F.W. Seward, Acting Secretary, expressed the "appreciation of the Department" on October 5 for "the very satisfactory manner in which you [Mr. Bassett] have discharged the duties of the office . . . . This commendation . . . is the more especially merited because at various times your duties have been of such a delicate nature as to have required the exercise of much tact and discretion." In reply Mr. Bassett wrote: "I am deeply touched by the Department's assurance of its appreciation of the faithful and discreet manner in which I have endeavored to discharge the duties of the office."

John M. Langston replaced Mr. Bassett as minister to Haiti on November 27, 1877. The government of Haiti appointed Mr. Bassett as its consul in New York shortly after this. He remained in this position until 1888, when Francois-Denis Legitime became president of Haiti.

Mr. Bassett continued to be interested in serving in the American diplomatic or consular service. He applied and was recommended for appointment by each new administration in 1881, 1889 and 1897, for positions, not only in Haiti, but in Hawaii, Belgium and Jamaica. In all of his attempts he was unsuccessful. He did return to Haiti as clerk to Frederick Douglass in 1889–1891. One can only conclude that he was having a difficult time as he accepted a salary of $825 per annum.

Mr. Bassett retired in Philadelphia, where he died November 13, 1908. ■

BUREAU NOTES

Secretary's Office

On December 9–14, SECRETARY VANCE conferred with the leaders of western European countries and attended the NATO ministerial meeting in Brussels. Accompanying the Secretary were *Mrs. Vance; Hodding Carter III*, assistant secretary for public affairs, and Department spokesman; RICHARD COOPER, under secretary for economic affairs; ANTHONY LAKE, director, Policy Planning Staff; EDWARD MORSE, executive assistant to Mr. Cooper; MATTHEW NIMETZ, counselor of the Department; PETER TARNOFF, special assistant to the Secretary and executive secretary; GEORGE VEST, assistant secretary for European affairs; COOKIE CLARK, secretary, Secretariat Staff; JOHN DOOLEY, staff officer, Secretariat Staff; EBEN DUSTIN, medical officer; JOHN EVANS, special assistant to the Secretary; ELVA MORGAN, personal assistant to the Secretary; JANE MOSSELLEM, secretary, Office of the Secretary; LARRY PIPER, trip administrative officer, Executive Secretariat; and KARIN WARPULA, secretary, Secretariat Staff. From January 10–18, W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, consulted with the chiefs of mission in London and Bonn, and with the U.S. mission to the European Communities in Brussels.

JULIA JACOBSON has joined the Office of the Director for Management Operations, and COOKIE CLARK has joined the Bureau of International Narcotics Matters.

OFFICE OF PROTOCOL

Chief of protocol ABELARDO L. VALDEZ greeted VICE PRESIDENT MOBARAK of Egypt and PRIME MINISTER SUAREZ of Spain during their visits to Washington. Ambassador Valdez accompanied PRIME MINISTER COSSIGA of Italy on his official visit to the United States, January 23–26. Mr. Valdez, WILLIAM SITTMANN and GAHL BOTHE accompanied the U.S. presidential delegation to Greece for the Olympic torch ceremony, January 27–31. Mrs. Bothe accompanied the U.S. presidential delegation to the Panama Canal centennial celebrations, January 9–12. RICHARD MASSEY has been assigned to the Diplomatic and Consular Liaison Division as a protocol officer. MARIA GUIDA has recently transferred to the Accreditation Section from Language Services. RICHARD GOOKIN, deputy chief of protocol, appeared as a witness at hearings of congressional subcommittees on the location of foreign chanceries in Washington, and on a television news program in connection with the issue.

BOGOTA, Colombia—Assistant cashier *Rafael Puchana*, foreground, demonstrates newly-acquired currency counting machine. Others, from left: chief cashier *Jorge Ruiz; Richard L. Weeks*, budget and fiscal officer; and *Frank M. Ravndal*, administrative counselor.

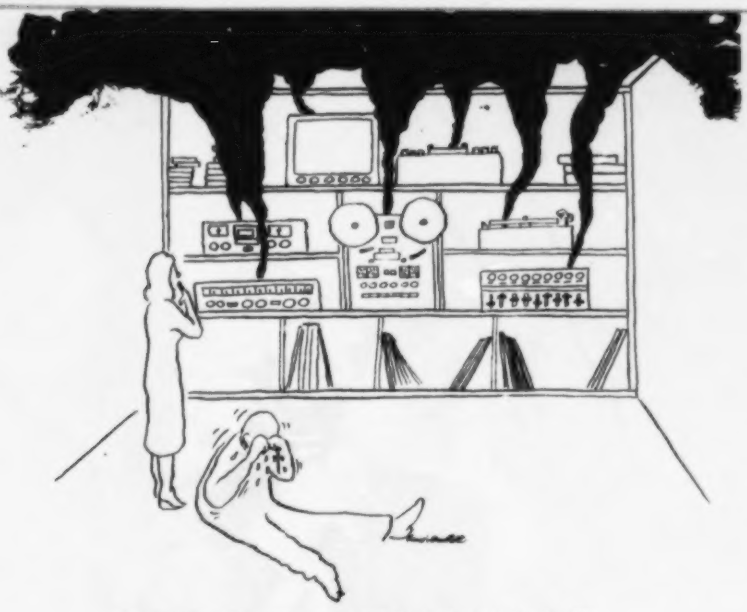
Administration

LANGUAGE SERVICES DIVISION

HELEN KAPS and CAROL WOLTER, French interpreters, traveled to Honolulu for a U.S.-France-Canada conference held, December 13–14, under the auspices of the Drug Enforcement Administration. Interpreter recruitment took PAUL KOVENOCK and SOPHIA PORSON to Monterey and Los Angeles, December 10–14, and CYRIL MUROMCEW to New York City, January 14–25. The first week there he was assisted by Ms. Wolter, the second by TONY HERVAS. The sessions of the Standing Consultative Commission in Geneva adjourned December 14, and LORALYN ANDERSEN-PETRIE returned to Washington immediately thereafter. DIMITRI ARENSBURGER remained, on leave, to handle the chemical warfare talks scheduled for January 8, but these were postponed at the last minute and Mr. Arensburger returned to Washington, January 22. The interpreting team organized for a meeting of wheat-producing countries, January 12, was headed by Mr. Hervas. HELEN KAPS left, January 13, as a member of an ICA delegation which is touring Africa in order to improve liaison and understanding between the various components handling the exchange program with African countries. The group visited Monrovia, Abidjan, Ouagadougou, Lagos, Kaduna and Nairobi, returning February 8. SOPHIA PORSON traveled to Macao to interpret at a narcotics seminar, January 14–25. Thanks to the efforts of JACKIE POUSSEVIN and FRANCISCO LANZA, the division has contributed $640 to Children's Hospital.

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART BRANCH, networks chief PAUL DEL GIUDICE and Programs and Engineering Division chief GEORGE YOUNTS attended the Armed Forces Communications and Electronics Association western region convention in Anaheim, Calif. Other stops were Pasadena and San Francisco, at contractor firms, and San Diego, at a software corporation.



"Oh, dear. Are you sure Mogadiscio isn't 110 volts?"

ROSE THOMAS of the Air Cargo Unit, the Department's first woman licensed to drive official heavy-duty vehicles, was presented her certification by JAMES MITCHELL, chief, Motor Transport Branch. Mr. Branch and EDWARD FENSTERMACHER, chief, Diplomatic Pouch and Courier Division, attended the presentation ceremony. Other personnel announcements: BILL CALLIHAN has been named chief of the Communications Center Division; ED MOODY has transferred to the Communications Security Division and REY GRAMMO to personnel recruiting. The office also welcomed NANCY HALL, serving as secretary to the chief, Diplomatic Pouch and Courier Branch; EDGAR THOMAS, SAMUEL LOVE, MARGERY BENSON and ROBERT GREENE, to the Communications Center Division; and CHARLES KING, to the Programs and Engineering Division. Recent retirees were BERNICE MASON, December 28, MARTHA MAXWELL, December 31; GRANT SHAW, VINCE MONTI, CHARLIE HOEFFLER and DON SEDLACEK, January 11.

Briefings were provided to Ambassador DONALD TOUSSANT, Sri Lanka; JOHN MONTAGUE, Bangui; GEORGE McCUMBER, Near East and Asia rover; DONALD LYNCH, Port Louis, SAM RICHARDSON, London; MARY VAN HORN, Beijing; CHARLES WAYKER, Montevideo; GERALDINE MOSHER, Guatemala; FRED BULLOCK, Mbabane; DICK SHARPE, Caracas; ROBERT MASON, Montevideo; and ROBERT JACOBSEN, Maputo.

Departures included RODGER HALLEN, to Accra; ERIC HUGHES, to Commerce; and GUY BLOUNT and EDWARD WATSON, to Mexico City.

African Affairs

House majority leader JAMES WRIGHT led a congressional delegation to the Ivory Coast, Nigeria, South Africa, Rhodesia and Saudi Arabia, January 5-19. The Sudan-U.S. Business Council is holding its meeting in Khartoum, January 2-24. PAUL HARE, director of South African affairs, is on his orientation trip in southern Africa, visiting all the countries for which he is responsible. New on board in South African affairs are WILLIAM LUCAS and MARIA OLAGHERE. Mr. Lucas is assisting on South Africa, and Ms. Olaghere lends secretarial help to several desk officers. RICHARD SULLIVAN, assistant Rhodesia desk officer, is in Salisbury during the transition period to lend a hand to the new U.S. liaison office. JAMES OVERLY, Office of Central African Affairs, traveled to New York, January 14, to brief journalists on the African-American Institute's annual media trip to Africa.

Arms Control and Disarmament Agency

Ambassador RALPH EARLE II assumed his duties as director of the agency, January 3, under a recess appointment. Former director GEORGE M. SEIGNIOUS II visited China and Japan, January 5-14, with Secretary of Defense HAROLD BROWN to consult on arms control and other national security issues with Chinese officials in Beijing and Japanese officials in Tokyo. JOHN M. JOYCE of the agency's Planning and Coordination Staff accompanied Mr. Seignious. Last December, PRESIDENT CARTER named Mr. Seignious a member of the General Advisory Committee on Arms Control and Disarmament, and accorded him the personal rank of ambassador while serving on missions or delegations at the request of the President or the agency director.

ALEXANDER AKALOVSKY has returned to the agency as assistant to the ambassador to the Committee on Disarmament. A longtime official of the Defense and State Departments, Mr. Akalovsky was detailed to the agency when it was established in 1961. He spent four years with the agency, and later served in Moscow, Brussels and Berlin before

DJIBOUTI—In staff photo are, first row, from left: *Butch Amundson*, *Wanida Amundson*, **Assistant Secretary** *Richard Moose*, *Walter Clarke* **(chargé d'affaires)**, *Osman Rirash*, *Monique Laugie*, *Nicole Cohen*, *Karl Mahler*. **Second row:** *Addus Moumie*, *Janie Wise*, *Mohammed Hersi*, *Carolyn Duke*, *Irma Capriotti*, *Amina Abdi*, *Ken Cohen*. **Third row:** *Paul Chaisson*, *Johannes Hailu*, *Ken Knight*. **Fourth row:** *Osman Achmed*, *Arthur Duke*, *Mike Brown*, *June Mahler*, *Ismail Denville*. **Fifth row:** *Mesfin Enghida*, *Janet Ford*, *Heidi Peacock*, *Pat O'Connor*, *Clare Messenger*.

retiring from the Foreign Service in 1978, when he became a consultant to the U.S. ambassador to the Committee on Disarmament. The Air Force has detailed Captain MICHAEL McMULLEN to the agency, to work on issues relating to theater weapons systems. A graduate of Brigham Young University, he holds a master's from the University of Northern Colorado.

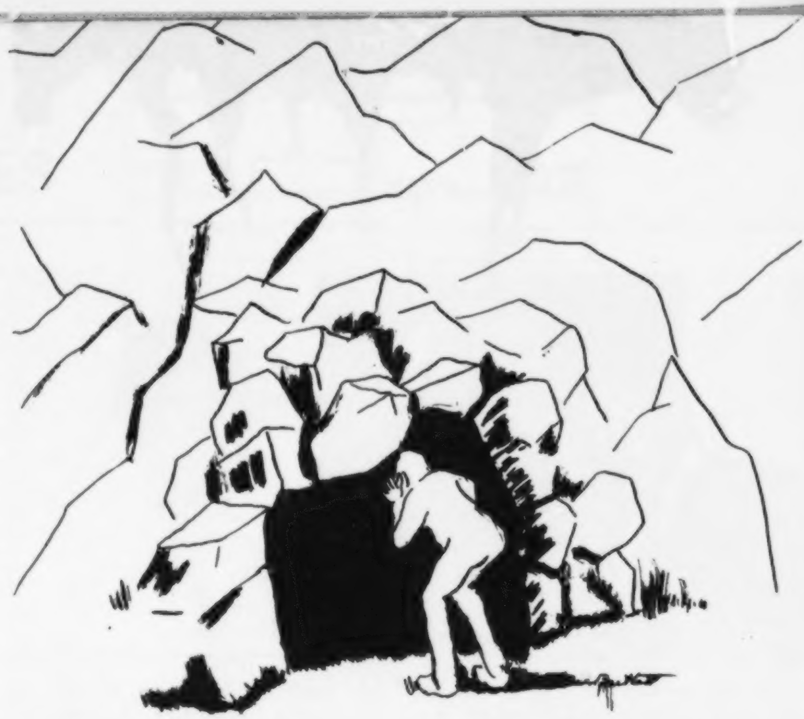
SIDNEY GRAYBEAL, who was with the agency from 1964 to 1976, was presented the President's Award for Distinguished Federal Civilian Service, the highest honor the Government can grant to a career employee in recognition of exceptional achievements of unusual benefit to the nation. The award, presented January 15, said of Mr. Graybeal, who served as U.S. commissioner on the SALT Standing Consultative Commission: "An acknowledged expert in the intelligence community, he has been instrumental in applying intelligence processes to vital national security issues and has played a central role in U.S. arms control policy. Through his leadership, perseverance, fairness, and negotiating skills in a series of assignments of critical importance to the United States, he has successfully advanced our national security interests at the highest levels." Before retiring in 1979, Mr. Graybeal served for three years as director of the Office of Strategic Research at the CIA.

An article by HARRY R. MARSHALL JR., of the Office of the General Counsel, was published in the winter issue of the New York University Journal of International Law and Politics. The article was entitled "Section 104 of the Nuclear Non-proliferation Act of 1978—Establishment of International Nuclear Supply Assurances."

Congressional Relations

Over 450 congressional staff members attended a foreign policy briefing, January 18, in the Loy Henderson room. The all-day briefing covered security-related issues and other topics. Deputy Secretary WARREN CHRISTOPHER welcomed the staffers and gave a foreign policy overview.

On January 9, Assistant Secretary BRIAN ATWOOD participated in a colloquium, jointly sponsored by the Center for Congressional and Presidential Studies, the Woodrow Wilson Center and the International Studies Association, on Congress and foreign policy. On January 16–17, Mr. Atwood traveled to Boston, where he spoke before the World Affairs Council and other civic and media groups.



"Please come out, Joe! I have their solemn promise—no more CODELS for at least another six weeks."

Ambassador WALTER CUTLER, deputy assistant secretary, discussed the Department's relationship with Congress with the latest junior officer class at the Foreign Service Institute, January 15. Legislative management officers THOMAS WESTON and DONALD PLANTY accompanied congressional delegations to England, the Netherlands, the Federal Republic of Germany, Italy, Austria, France, Spain and Portugal during the Christmas-New Year recess. Deputy assistant secretary ROBERT A. FLATEN traveled to California, February 6–8, to speak to groups in San Jose, Santa Barbara and Santa Clara. The bureau welcomed BETTY LOU OPLINGER to its staff, in December.

Consular Affairs

Deputy assistant secretary HUME HORAN and HORACE F. SHAMWELL of the Legal Adviser's Office traveled to Beijing, in January, to negotiate the second round of a bilateral consular convention. ELIZABETH J. HARPER, deputy assistant secretary for visa services, attended an Immigration and Naturalization Service seminar and workshop in Miami, January 17–18. The event was cosponsored by the Florida Bar Association and the South Florida Chapter, Association of Immigration and Nationality Lawyers. JAMES L. WARD, deputy director of the Citizens Emergency Center, has been made its director. The center is part of the Office of Overseas Citizen Services. STEPHEN A. DOBRENCHUK, director of the cenzens Emergency center, retired after almost 30 years with the Department. Mr. Dobrenchuk also served in Manila, at the U.S. mission to the UN in Bangkok. Chiang Mai, Warsaw, Frankfurt and Tehran. WILLARD B. DEVLIN, associate director of the Visa Serv-

Mr. Ward

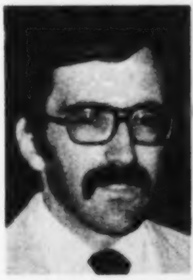
PANAMA—Ambassador *Ambler H. Moss Jr.*, consular assistant *Maria Peña* (center) and vice consul *Toni Marwitz* mark the opening of the U.S. consulate in the former Canal Zone. The embassy opened two such offices, in December, to serve the 35,000 Americans who live here.

STOCKHOLM—Consul *Robert F. Dorr* presents the 70,000th visitor's visa issued during calendar year 1979 to *Estelle Reuter*, a Foreign Service national.

ices Directorate and principal adviser to the deputy assistant secretary for visa services, retired after 29 years of Government service. In addition to assignments in Washington, Mr. Devlin served in New Delhi, Aden, Bangkok, Lima, Hong Kong, and Santo Domingo. ELLEN I. COOGAN, of the Passport Office's Policy and Plans Staff, retired after more than 28 years of service with the Department. Ms. Coogan also served as agent-in-charge of the Honolulu and Washington Passport Agencies. EMIL KONTAK retired after 11 years in the Department. His most recent position was in the bureau's Management Division. Previously, he was chief of the Administrative Division of the Passport Office. Mr. Kontak is a retired Air Force colonel with 27 years experience prior to joining the Department. GOODWIN SHAPIRO, recently consul general in Buenos Aires, retired after 32 years with the Department. In addition to assignments in Washington, Mr. Shapiro served in Nuevo Laredo, Mexico City, Seoul, Madrid and Ciudad Juarez. DOROTHY SCHWEINHAUT, agent-in-charge of the Miami Passport Agency, retired after 35 years with the Department. EUNICE FREER, assistant agent-in-charge of the Seattle Passport Agency, also retired. ELIZABETH J. EDWARDS, personnel management specialist in the bureau's personnel branch, retired after 26 years in the Government. New employees of the Visa Office are DARIA NOVAK; JAY L. BAKER, from Havana; and JOAN GARNER, from Frankfurt.

East Asian and Pacific Affairs

During the month of November, assistant secretary RICHARD HOLBROOKE consulted with deputy under secretary of State HUGH CORTAZZI, British Foreign Commonwealth Office, in London. He also participated in a one-day seminar on Asia at the University of Pennsylvania. On December 1, Mr. Holbrooke attended a foreign policy conference for Asian-Americans sponsored by Hunter College, New York, and participated in the U.S.-Soviet conference in Santa Barbara. Mr. Holbrooke accompanied Secretary of Defense HAROLD BROWN to China and Japan, January 4, and traveled to Seoul for consultations, January 14–16.



Mr. DeFazio

Mr. DeTrani

RANGOON, Burma—Mr. DeFazio is a new political officer at this post, and Mr. DeTrani has been given a commission as an economic/commercial officer.

On December 28, deputy assistant secretary ERLAND H. HEGINBOTHAM addressed the Society of Government Economists, in Atlanta. Mr. Heginbotham also accompanied Senator LLOYD BENTSEN and other congressional delegates on a joint economic study mission to Manila, Hong Kong and Seoul. Deputy assistant secretary EVELYN COLBERT addressed the NATO War College on U.S. policy in East Asia, attended the U.S.-Japan planning talks in Tokyo, and accompanied Ambassador MICHAEL MANSFIELD to Australia and New Zealand. Mrs. Colbert, assisted by RUTH GOLDBERG, addressed a group of students from Colgate University on U.S.-East Asian relations. ANTHONY ALBRECT, director of the Office of Economic Policy, participated in the Department briefing for the Washington Export Council, December 19, to discuss recent political and economic developments in the Far East as they affect the business environment.

The director of the People's Republic of China affairs, CHAS FREEMAN, spoke at the Washington Center for Learning Alternatives, January 15, and to the East Asian Advanced Area Studies Group, January 16. On January 6 deputy director DONALD ANDERSON briefed the NATO and Australia, New Zealand and U.S. officers attending the Command and Staff College in Norfolk. SCOTT HALLFORD spoke on Sino-U.S. relations to the Wilmington World Affairs Council, January 14. THOMAS BIDDICK briefed the foreign affairs interdepartmental seminar on U.S.-China relations, January 11. Deputy director DONALD

JAKARTA—*Jack Lesmana*, front row, right, Indonesia's leading jazz musician, with Ambassador *Edward Masters* (holding trombone) and members of his orchestra at concert in the embassy compound. Top row, second from left, is cultural affairs officer *Don Albright*.

ANDERSON left for Shanghai to take up his new duties as consul general. JOE BORICH and TOM BIDDICK will join him as staff members of the new consulate general. SCOTT HALLFORD has succeeded DONALD ANDERSON as deputy director.

New arrivals to the Office of the People's Republic of China Affairs include JEFF BUCZACKI, political officer, formerly with the Operations Center, and JOHN PARKER, officer-in-charge of Hong Kong and Mongolian affairs. KATHLEEN ALLITTO is doing temporary duty before her assignment to Singapore. Australia/New Zealand country officer CHARLES TWINING has been assigned to Embassy Bangkok on temporary duty to assist with the Kampuchean crisis. Mr. Twining is a Cambodian language officer.

Economic and Business Affairs

JULIUS L. KATZ retired as assistant secretary for economic and business affairs, December 15, after 29 years with the Department. At an eighth-floor reception, November 28, honoring him and MRS. KATZ, Deputy Secretary WARREN CHRISTOPHER presented Mr. Katz with the Wilbur J. Carr Award for his distinguished service to the Government. The bureau's senior deputy assistant secretary, ERNEST JOHNSTON, served as master of ceremonies and presented Mr. Katz a memento from the people of the bureau.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, participated with officials from the Department of Energy in a meeting with Canadian officials, on Canadian natural gas export policy and construction of the trans-Canada gas pipeline, in Ottawa, December 18.

"Materials Policy Formulation in the Federal Government" was the topic of a panel discussion that JOHN FERRITER attended in Atlanta, December 28. Mr. Ferriter, director of the Office of International Commodities, gave the Department's perspective on this subject to the seminar sponsored by the Society of Government Economists. Mr. Ferriter focused on the bureaucratic process for formulating stockpiles and other commodity policies, a subject that was particularly timely in view of the President's recent trade reorganization decision. The seminar participants included representatives from other Government agencies. On December 8, RICHARD OGDEN, chief, Industrial and Strategic Materials Division, traveled to New York to sign the new international natural rubber agreement for the United States. Accompanying him was THOMAS MARTIN of the same office. RALPH JOHNSON, assistant chief, Industrial and Strategic Materials Division, led a U.S. delegation to the 16th session of the International Tin Council, January 15–18, in London.

New employees in the bureau include MARY POLLOCK, Office of the Assistant Secretary; CHARLES D. TROTTER, Office of Commercial Affairs; JOHN A. BARCAS, Tropical Products Division; and DORIS EAGLIN, Office of Monetary Affairs.

WORLD ADMINISTRATIVE RADIO CONFERENCE

If the Guinness Book of Records should set up a category for international conferences, the recently completed World Administrative Radio Conference, in Geneva, would be a prime candidate for inclusion as a record setter. The conference, sponsored by the International Telecommunication Union, could boast: 2,000 delegates and observers from 172 countries and international organizations; 15,000 proposals examined and acted on; 894 plenary and other meetings, in 74 days, beginning September 24; 96 tons of paper required for conference documents, including the 1,150-page conference "final acts."

It was, however, much more than just a big conference. Its decisions, involving the allocation and regulation of radiocommunications frequencies, will have a major impact on the pattern of world communications in the years leading up to the end of the century. Conference business affected such familiar services as television, ham radio, the Voice of America and long-distance telephones. In addition, the conference considered frequency requirements for a number of exotic new communications uses in the so-called "super-high" bands. One such proposal, which for the present is just a gleam in the eyes of the world's astronomers, involved facilitating the placement of a radio telescope on the surface of the dark side of the moon, where it would be shielded from interference by other frequencies.

In a press conference at the end of the three-month meeting, in December, Ambassador GLEN O. ROBINSON, chief of the U.S. delegation, said that American objectives were substantially achieved. He noted that this was the first such conference in which the developing countries had a voting majority. The fact that almost all the issues before the conference were settled by consensus was seen as another hopeful sign that developed and developing countries could work harmoniously in resolving problems of vital interest to all of them.

Due primarily to the complexity of the agenda, a number of important issues were postponed to a series of specialized conferences, which will be held throughout the '80s. Planning for these conferences has already begun, with the bureau's Office of International Communications Policy taking the lead in coordinating preparation with other Department offices, with the 17 other federal agencies directly involved in radio frequency matters, and with private-sector organizations.

Following the conference, Mr. Robinson returned to his regular position as a professor at the University of Virginia's law school. Other Department representatives on the U.S. delegation and staff were CONSTANTINE WARVARIV and FRANK GARDNER of the Bureau of International Organization Affairs, and WILSON DIZARD, RICHARD SHRUM, MELVIN HARRISON, DANIEL GRANT, SANDRA PECTOL and PATSY PATTEN, all of the Office of International Communications Policy.

European Affairs

On December 18, deputy assistant secretary H. ALLEN HOLMES accompanied counselor MATTHEW NIMETZ to New York to consult with UN officials. Ambassador TERENCE A. TODMAN, Spain, was in Washington, January 12–14, for the visit of President ADOLFO SUAREZ of Spain. CARL W. SCHMIDT, director, Office of Eastern European Affairs, accompanied a delegation headed by Rep. CHARLES A. VANIK, Trade Subcommittee, House of Representatives, on a visit to Geneva, Madrid, Sofia, Bucharest and Budapest, January 10–16.

THEODORE E. RUSSELL, officer-in-charge for European community affairs, Office of European Community and Atlantic Political-Economic Affairs, visited Rome and

BERLIN—At eastern European general services officers conference are, from left, *Thomas A Pence* (partially hidden), Frankfurt; *Gene Trahan*, Elso; *Steve Nolan*, Berlin; *Dick Bowers*, Bureau of European Affairs; *Gerhard Stoeckel*, Berlin; *Mike Hahn* (partially hidden), Berlin; and *Davie L'Heureux*, Bureau of Administration. *(Photo by Regina Konradt, U.S. Army)*

Brussels, December 6–11, for consultations prior to the beginning of the Italian presidency of the European community. STEPHEN J. LEDOGAR, director, Office of European Security and Political Affairs, traveled to Brussels the second week in December to attend the Defense Planning Committee ministerial meeting and the North Atlantic Council ministerial meeting; then to Madrid to participate as the U.S. co-chairman of the Spanish and NATO working group on political and economic consultations. Deputy director CHARLES H. THOMAS, ROGER G. HARRISON, ROBERT F. HOPPER, DENISE BURNS and LEE PORTER traveled to Brussels during the second week of December to attend the North Atlantic Council ministerial meeting. On December 11, MARTIN McLEAN traveled to Chicago to speak to the World Without War Conference, regarding the Conference on Security and Cooperation in Europe. JOANNA W. MARTIN served as adviser on the U.S. delegation to the senior civil emergency planning committee meeting at NATO headquarters, Brussels, December 6–7. ERIC REHFELD, special assistant, participated in the NATO joint communications and electronics committee meeting at NATO headquarters during the week of November 19. THOMAS CROCKER, previously assigned in the political section of Embassy Lisbon, has joined the Office of Western European Affairs as the Spanish desk officer. JOHN DOBRIN, Berlin desk officer, Office of Central European Affairs, spoke to the President's Commission on Interchange of Executives. Mr. Dobrin also participated in a colloquium on security affairs for the International Press Association.

West German Ambassador BERNDT VON STADEN, assisted by FIRST SECRETARY VON KITTLITZ, presented the Federal Republic of Germany Commander's Cross of the Order of Merit to ELWOOD WILLIAMS III, October 31. This award was granted by Federal President KARL CARSTENS in recognition of Mr. Williams' contributions to U.S.-German relations. Mr. Williams, who retired from the Department several years ago, is an expert on Germany.

***Mr. von Kittlitz*, left, *Mr. Williams*, center, and *Ambassador von Staden*.**

Inspector General's Office

The inspectors annual conference was held in the Department the week of January 14–18. The conference was opened by the Under Secretary for Management BEN H. READ. AID acting deputy administrator JOSEPH WHEELER, ICA deputy director CHARLES W. BRAY III and Under Secretary for Political Affairs DAVID D. NEWSOM also addressed the group. Sessions were held with a number of other senior officers of State, as well as the Office of Management and Budget and the Department of Commerce. The conference was followed by the annual one-week course at the Foreign Service Institute for new inspectors. The course dealt with problems and techniques of inspecting management functions at Foreign Service posts and in the Department.

The following inspections, scheduled for the first cycle of 1979, began in late January: Bolivia, Ecuador and Chile (team leader: C. ARTHUR BORG); Colombia, Venzuela and Peru (team leader: Ambassador WILLIAM P. STEDMAN JR.); Brazil (team leader: Ambassador JAMES B. ENGLE); Japan (team leader: FRANCIS J. McNEIL III); management of Foreign Service national and contract employees (team leader: Ambassador WILLIAM I. CARGO); medical services (team leader: WILLIAM C. HAMILTON); and international labor affairs (team leader: DAVID R. THOMSON). Several special audits, including one of the American Institute of Taiwan (team leader: ROBERT J. MARTENS); and surveys are also underway.

FRANCIS X. READY assumed his duties in January as deputy inspector general, replacing SANFORD MENTER, who retired January 14. Mr. Menter was presented a Superior Honor Award upon his retirement. Inspectors departing the office in January were ROBERT L. BROWN, retired; and ERNEST A. NAGY, assigned as political adviser, U.S. Army in Europe.

Intelligence and Research

ROBERT BARAZ, director of the Office of Research and Analysis for the Soviet Union and Eastern Europe, attended mutual balanced force reduction talks in Vienna, December 10–21. DONALD GRAVES, chief of the Soviet Internal Affairs Division, served as Department escort officer for the Hume Cronyn and Jessica Tandy play, "The Gin Game," which toured Moscow and Leningrad until December 28. IGOR BELOUSOVITCH, analyst in the same division, spoke at a meeting of the Syracuse Jewish Federation, on Jewish emigration from the Soviet Union; he participated in a press interview and a television discussion of Soviet Jewish emigration at Syracuse, December 17. ROBERT FARLOW, analyst in the Eastern Europe Division, delivered a paper and participated in an international conference on eastern Europe at Stanford University, January 3–5.

JOSEPH MONTVILLE, chief of the Near East Division in the Office of Research and Analysis for the Near East and South Asia, taped a 30-minute interview for WBRA-TV (Educational Television Network) on January 15, on implications of the Arab-Israeli, Iranian and Afghanistan problems, in Roanoke. ANTON DEPORTE, director of the Office of Research and Analysis for Western Europe, lectured on U.S.-European relations at the Foreign Service Institute, January 8, and at the National Defense University, January 9.

MANAGUA, Nicaragua—Deputy chief of mission *Thomas O'Donnell*, left, hosts lunch for Sandinista Peoples' Army and Veterans of Foreign Wars (VFW) visitors. From left: Mr. O'Donnell; *Cooper Holt*, VFW; Comandante *Joaquin Cuadra*, Army chief of staff; *Howard Vander Clute*, VFW; *Companero Roberto Calderon*; Lt. Col. *Daniel Smith; Charles Brayshaw*, political officer; and *Companera Eva*.

Inter-American Affairs

December in the assistant secretary's office saw several personnel changes. Assistant secretary VIRON P. VAKY retired after 30 years of service. Ambassador WILLIAM G. BOWDLER, who was previously director of the Bureau of Intelligence and Research, assumed his duties, January 4. Also in January, JAMES R. CHEEK arrived from Montevideo to become deputy assistant secretary for middle-American affairs. He replaces BRANDON H. GROVE JR., who leaves to become consul general in Jerusalem. BONNIE A. FRANK completed her tour as staff assistant and has been reassigned to the Brazil desk. Her replacement is JOHN R. DINGER, who recently arrived from Rio de Janeiro.

Deputy assistant secretary JOHN A. BUSHNELL, accompanied by GERALD LAMBERTY and SHAW SMITH, participated in the U.S.-Japanese planning talks on Latin America, in Tokyo, November 26–December 1. Deputy assistant secretary SAMUEL D. EATON traveled to Bolivia, Paraguay and Uruguay, December 5–15, to consult with embassy and host country officials. Deputy assistant secretary RALPH GUZMAN lectured and participated in symposiums on Latin American issues at various campuses of the University of California, December 7–15.

The deputy director for Caribbean Affairs, J. FORD COOPER, left January 13 for a 10-day visit to the eastern Caribbean, visiting Antigua, Barbados, St. Vincent, Dominica and St. Lucia. Caribbean director W. ROBERT WARNE held a one-day consultation, December 17, with external affairs officials in Ottawa, discussing Canadian attitudes toward the Caribbean. JULIEN LeBOURGEOIS, desk officer for the Bahamas, traveled to the Turks and Caicos Islands to participate in the signing ceremony for Grand Turk.

RICHARD WYROUGH and JOHN WHITING of the Office of Panamanian Affairs were staff members of the U.S. delegation, headed by Secretary of Transportation NEIL GOLDSCHMIDT, which visited Panama, January 9–12, to participate in ceremonies commemorating the initiation of work by the French on the Panama Canal.

DAN W. FIGGINS JR., officer-in-charge of Nicaraguan affairs, made a return visit to the University of Kansas under the scholar-diplomat exchange, December 7–11. He addressed classes, consulted with faculty groups, and held interviews with the press and radio. ANNE B. WOODS assumed her duties as officer-in-charge of Nicaraguan affairs, December 3. She came from the Trade Agreements Division of the Office of International Trade. JAMES MACK, officer-in-charge of Guatemalan and Belize affairs, made an orientation trip to Guatemala and Belize, December 8–14.

BOGOTA, Colombia—Departing commercial attaché *Robert S. Pastorino*, left, receives a Meritorious Honor Award from deputy chief of mission *T. Frank Crigler*.

International Narcotics Matters

LESLIE ALEXANDER, country officer for Mexico, departed the bureau, January 5, on transfer. DOROTHY MITCHELL joined the Office of Plans, Policy and Program Management, as chief of the Commodity Management Division, December 17. She replaces FRANCIS PERRY. BRUCE A. FLATIN, former political counselor in Kabul, joined the bureau, December 17, as deputy director, Office of

INTERNATIONAL NARCOTICS MATTERS — Assistant Secretary *Mathea Falco* presents Meritorious Honor Award to *John W. Lee* for his work with Mexico on a critical telecommunications project. *(Photo by Robert E. Kaiser, Visual Services)*

Plans, Policy and Program Management.

During the first week of December, deputy assistant secretary JOSEPH H. LINNEMANN; JOHN L. McGRUDER, evaluation officer; and JOHN CROW, country officer for Colombia, visited Colombia for consultations on the fiscal year 1980 budget, with embassy and host country officials. Deputy assistant secretary EDWIN G. CORR, and JOHN P. LYLE, chief of the Asian Division, Office of Plans, Policy and Program Management, visited Thailand, Burma, Malaysia and Indonesia, November 21–December 18, to view international narcotics projects and to consult with host country officials and the narcotics control units/offices in each of the four countries. On December 3, RUDY HALL, aviation support officer, traveled to Wichita to transfer title of eight airplanes to the Mexican government.

International Organization Affairs

MICHAEL H. NEWLIN has assumed the position of deputy assistant secretary for political and multilateral affairs. His former post was Jerusalem. MARION CREEKMORE, deputy assistant secretary for economic and development policy, attended the meeting of the ad hoc group on north/south economic issues, of the Organization for Economic Cooperation and Development, Paris, January 8–9. Mr. Creekmore served as alternate representative. JOHN W. McDONALD JR. also attended the meeting as an adviser. Mr. Creekmore then traveled to Bucharest, January 10–11, where he had consultations with officials in the Romanian foreign ministry, on international economic issues and global negotiations. On January 14–16, he attended the Committee of the Whole in New York, serving as alternate representative.

NEIL A. BOYER, director for health and narcotics programs, served as alternate representative to the 65th session of the executive board of the World Health Organization, in Geneva, January 8–25. DAVID ROWE, UNESCO directorate, addressed Mercer University's model UN, in Macon, Ga., and the Women's Federated Guild, in Moultrie, Ga., January 17, on "The UN—Myths and Realities." DAVID KEMP, Office of Development and Humanitarian Programs, accompanied Ambassador EDWIN MARTIN to Paris, Geneva and Rome, January 11–23, to discuss issues related to the study of technical assistance activities of the UN system.

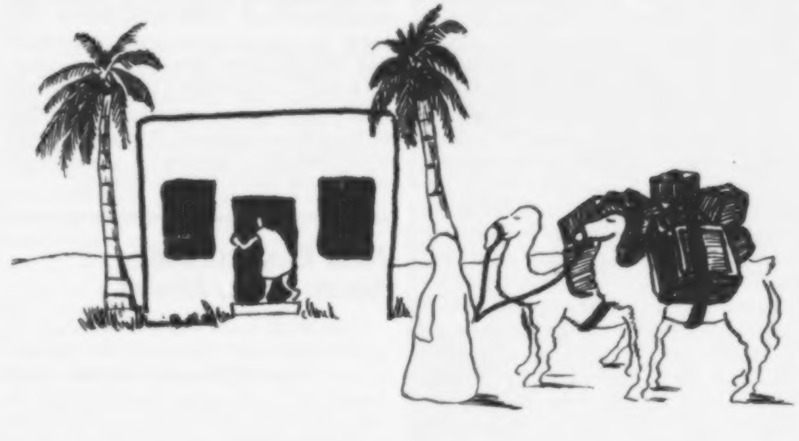
BERNARD ENGEL, director, secretariat to U.S. National Commission for UNESCO, spoke before the Close-Up Foundation at Siess, January 15, on "UNESCO and the Role of International Organizations in the World Today." Along with RICHARD NOBBE, deputy director, secretariat, he attended, January 20–24, a workshop in Los Angeles on interaction in arts and the technologies, sponsored by the Council on Technological and Cultural Transformation.

JAMES STROMAYER, from the Bureau of European Affairs, has been designated U.S. coordinator for the 1981 UN conference on new and renewable sources of energy. HELGA BEIGANG has transferred from the Pentagon to the Program Division of the Office of International Conferences. OLIVER GARZA has transferred from the Office of the Executive Director to the Bureau of Inter-American Affairs. WENDELL WOODBURY has retired after 35 years of service. ANNE JILLSON, from the Science and Technology Directorate, has been assigned to the Foreign Service Institute. RUTH KIKER has transferred from Copenhagen, and is serving as secretary to Ambassador DONALD McHENRY. WINTHROP SOUTHWORTH has been appointed managing director of the International Management Staff. ANNE MISCIAGNA, from LaPaz, has been assigned to the Development and Humanitarian Programs Directorate. BARBARA HEMINGWAY has transferred from the Foreign Service Institute to the Office of International Economic Policy. STEWART HENDERSON is serving as a work-study intern on the Policy Management Staff.

Near Eastern and South Asian Affairs

GEORGE LAMBRAKIS, director, regional affairs, addressed some 400 members of the Texaco Roundtable, in New York, January 15, on the policy implications of the situation in Iran and Afghanistan. CHARLES E. MARTHINSEN, director, Office of Egyptian Affairs, briefed the Foreign Affairs Interdepartmental Seminar, January 11. H. FREEMAN MATTHEWS, deputy chief of mission, Embassy Cairo, was recently in the bureau for consultations. VINCENT MAYER, political-economic officer, Office of Egyptian Affairs, took part in U.S.-Egyptian nuclear cooperation negotiations, December 17–18. DAVID S. ROBINS,

TEL AVIV—Upon his departure, *Robert L. Clowney*, center, non-commissioned officer-in-charge, receives letter of appreciation. From left: regional security officer *Gregorie Bujac*, Ambassador *Samuel W. Lewis*, assistant regional security officer *Henry Bishop* (partially hidden), Sgt. Clowney, deputy chief of mission *William Brown*, Sgt. *Patrick O'Neill*, and administrative counselor *Pete Velott*.



"Joe, Joe, come out. Our sea freight has arrived!"

political-economic officer, Office of Egyptian Affairs, attended the consultative group meeting held recently in Paris. Following the meeting, Mr. Robins visited Cairo, December 16—29.

The following employees have recently joined the bureau: JOHN L. HIRSCH, deputy director of the Office of Israeli/Arab-Israeli Affairs: WALTER H. MANGER, country officer for India, Office of India, Nepal, Sri Lanka, Maldives and Bhutan Affairs; H. R. MALPASS, economic-commercial officer, Office of Iraq, Jordan, Lebanon and Syrian Affairs; TERRI LEE TEDFORD and JEAN FITZGERALD, secretaries, Office of India, Nepal, Sri Lanka, Maldives and Bhutan Affairs. DOROTHY PECH, secretary, recently departed the Office of Iraq, Jordan, Lebanon and Syrian Affairs for training at the Foreign Service Institute prior to her assignment to Embassy Jidda.

SINAI SUPPORT MISSION

C. WILLIAM KONTOS, director, and JAMES WALLEN, associate director for engineering, traveled to El Paso and San Diego in early January to discuss, with the Immigration and Naturalization Service and border patrol personnel, on-line watch surveillance techniques and systems. BARRY S. KNAUF, associate director for contracts; JAMES K. KIMMEL, deputy associate director for contracts; and GARY BISSON, Office of the General Counsel, were in Greenville, Tex., in early January for discussions with the contractor for the mission. FRANCES F. HESS, administrative officer, was assigned to the mission in January from the Bureau of Administration. JAMES K. KIMMEL traveled to the field mission for temporary duty in January. RICHARD SLOTT, deputy director, was in Washington for consultations, in mid-January, as was administrative officer ELIZABETH ELLIOTT. EDWARD A. TORRE departed the field mission in January on completion of his tour of duty, and was reassigned to Embassy Praia, in Cape Verde. ROY ANTHONY DIEBLER was assigned to the field mission as security officer.

Oceans and International Environmental and Scientific Affairs

The deputy assistant secretary for environment, health and natural resources, WILLIAM A. HAYNE, was one of three persons appointed by the President, January 7, to serve on the Panama Canal Joint Commission on the Environment, pursuant to Article VI of the new Panama Canal treaty. ANNE WICKHAM, of the Office of Food and Natural Resources, coordinated the Department's participation in the world conference on sea turtle conservation, held at the Department, November 26-30. The conference was sponsored by a consortium of Governmental and non-governmental organizations, drawing about 350 people from 40 countries.

On December 4, DAVID McCLINTOCK, Office of Food and Natural Resources, attended a public meeting of the "International Agricultural Lands Study," in Carlisle, Pa. He is a consultant to the study on international aspects of crop land loss. International Agricultural Lands Study is a White House commission jointly chaired by the Secretary of Agriculture and the chairman of the Council on Environmental Quality. EDWARD A. MAINLAND, Office of Environment and Health, was the alternate U.S. representative at the fourth consultative meeting of parties to the London dumping convention, London, October 22-26; and was U.S. representative at the annual inter-governmental consultations on the UN Environment program, in Nairobi, December 10-14. December 4-7, JAMES SARTORIUS, Office of Environment and Health, was a member of the U.S. delegation to the chemicals group meeting of the Organization of Economic Cooperation and Development, in Paris. The deputy assistant secretary for oceans and fisheries affairs, JOHN D. NEGROPONTE, accompanied by MORRIS D. BUSBY, Office of Oceans and Polar Affairs, and BRIAN S. HALLMAN, Office of Fisheries Affairs, traveled to Mexico City, December 12-13, to head the U.S. delegation to trilateral fisheries negotiations involving Mexico and Costa Rica. The three countries are attempting to conclude an agreement relating to the tuna fisheries of the eastern Pacific Ocean.

The Office of Fisheries Affairs has a new officer on its staff, KAREN STEWART. Ms. Stewart, recently arrived from Bangkok, where she spent her first tour of duty in the Foreign Service, will replace GILLIAN MILOVANOVIC, who has been assigned to the U.S. consulate in Sydney. NORMAN A. WULF, director, Office of Marine Science and Technology Affairs, attended a UNESCO Intergovernmental Oceanographic Commission working group meeting on ocean data acquisition systems, at Intergovernmental Maritime Consultative Organization headquarters, in London, December 3-7. Mr. Wulf also addressed students and faculty at Columbia University in New York, December 11, on oceans and the law of the sea. LOUIS V. NOSENZO, deputy assistant secretary for nuclear energy and energy technology affairs, attended the International Atomic Energy Agency general conference in New Delhi, December 3-7. He then traveled to Seoul, where he headed the U.S. delegation to the meeting of the U.S.-Republic of Korea joint standing committee on nuclear and other energy technologies. The Department was represented by TOM WAJDA, deputy director, Office of Energy Technology Cooperation, at the December 11-12 meeting of the Committee on Research and Development, in Paris. Mr. Wajda was in Warsaw, December 13-14, for meetings on U.S.-Polish cooperation in coal liquefaction.

DWIGHT M. CRAMER, deputy director, Office of Cooperative Science and Technology Programs, headed the U.S. delegation to the 15th meeting of the U.S.-Yugoslav Joint Board for Science and Technology, in Belgrade, December 3-7. Following this meeting, he visited Hungary, Bulgaria and Romania, to discuss scientific and technical cooperation. Between December 3 and 7, RICHARD E. BENEDICK, coordinator of population affairs, held consultations in Europe on population-related subjects. Mr. Benedick met with researchers, scientists and parliamentarians from France, Italy and the European Parliament, and with HALFDAN MAHLER, director general of the

World Health Organization in Geneva, to discuss current directions of biomedical research in reproductive physiology, and needs for additional funding in this area. Mr. Benedick also discussed the relationship of population to the UN international development strategy with the director general of the Food and Agriculture Organization, EDOUARD SAOUMA, with the director of the World Food Council, MAURICE WILLIAMS, and with representatives of the Brandt Commission. Finally, conversations on global population issues were held with officials of the Vatican and World Council of Churches.

Politico-Military Affairs

Front office. LEON SIGAL assumed the position of special assistant to the director.

Office of Munitions Control. ALLAN E. SUCHINSKY, acting chief of the Licensing Division, addressed a seminar at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, Dayton, November 27. J. HAROLD DARBY, chief of the Licensing Division, retired December 28, after 40 years of Government service. SAMUEL LOVE, research clerk, transferred to the Communications Center, December 14.

Office of International Security Operations. GEORGE T. CHURCHILL attended Army War College politico-military simulation, "Epsilon 80," January 22–25. Mr. Churchill and CHARLES CORDER traveled to Grand Turk Island for the ceremonial signing of the military facilities agreement with the government of the Turks and Caicos Islands, December 14–16.

Public Affairs

Deputy assistant secretary WILLIAM J. DYESS made several speeches, including one to the annual meeting of the National Council of Farm Cooperatives, in New Orleans, January 10, and another to the National Association of Wheat Growers, in Phoenix, January 16. Staff assistant MARK SAWOSKI discussed the seizure of American hostages in Tehran and the Soviet invasion of Afghanistan with a group of 50 congressional interns, January 14.

Office of Public Communication. Since the takeover of our embassy in Tehran, the Correspondence Management Division has been flooded with more than 50,000 letters and telegrams calling for the release of the hostages. Most of this mail, addressed to the President and other administration officials, applauds their efforts to bring our people home and their restraint during a difficult period. Other offices in the bureau are assisting Correspondence Management's effort to break the logjam of the mail on Iran ELENA ALBAMONTE has joined the correspondence management staff as a writer-editor.

PUBLIC AFFAIRS—Assistant Secretary *Hodding Carter III* and deputy assistant secretary *Tom Reston* present Superior Honor Award to *Mary Ann Bader Debeusscher*. She left the Press Office January 30 to take up residence in France. *(Photo by Robert E. Kaiser, Visual Services)*

The crisis in Iran—and more recently the Soviet invasion of Afghanistan—also provoked an unprecedented volume of calls to the Public Information Service from concerned Americans. IRENE NOVAK was to join the Special Projects Staff, January 21, to assist the Public Information Service. NORM HOWARD, deputy chief of the Editorial Division and editor of Gist, was married to MAXINE JAUBERT, January 5. They spent their honeymoon cruising in the Caribbean. JUANITA ADAMS, assistant editor of the Bulletin, is the artist responsible for the cover on the December 1979 issue. The painting was done in India ink with brush on rice paper, and depicts the migration of starving refugees in Kampuchea. JOANNE REPPERT, editor of the Background Notes, contributed three photographs to the current United Kingdom note. They were taken when she was visiting Oxford classmates.

Office of the Historian. The office has made a significant contribution to the newly-founded National Council on Public History. At the annual meeting of the American Historical Association, in New York, December 29, DAVID F. TRASK and NEAL H. PETERSEN were nominated to serve on the steering committee for the council. Mr. Petersen is also a member of the conference subcommittee and of the subcommittee on archives and records. On January 9, ROBERT R. BOWIE, who recently retired as deputy director for intelligence, CIA, addressed a seminar sponsored by the office. He talked about his experience as director of the Policy Planning Staff, 1953–1957, and expressed his views on the foreign policy of the Eisenhower administration.

Executive Office. EVELYN D. PAPPAS reported for duty January 14, replacing PAT MILLER, who was reassigned to the Foreign Service Institute's Personnel Office, December 30.

Office of Press Relations. On January 16, deputy assistant secretary TOM RESTON appeared on the televised program "Closeup," which took place on Capitol Hill. Mr. Reston focused on Iran and Afghanistan. DAVID LAWRENCE joined the Press Office, January 14, on reassignment from the Historian's Office. CHERYL BRAUNER left the office, January 18.

Refugee Affairs

VICTOR H. PALMIERI was appointed by the President as U.S. coordinator for refugee affairs, on November 30. The Senate confirmed his rank of ambassador-at-large on December 19, after a hearing and approval by the Foreign Relations Committee on December 18. On December 6 he had breakfast at the White House with MRS. CARTER and members of the congressional women's delegation to Thailand and Kampuchea. He accompanied Mrs. Carter to New York to meet with UN Secretary General KURT WALDHEIM and address the Council on Foreign Relations, December 12. He met with Sir ROBERT JACKSON, Mr. Waldheim's personal representative for Kampuchean relief, in New York, December 15. On December 18 he spoke at a breakfast at the Capitol, on Kampuchean relief, before members of Congress and their staffs. Mr. Palmieri left on January 3 for a two-week orientation trip to southeast Asia, to visit refugee camps, oversee Kampuchean relief efforts, and meet with officials of host-country governments, international and voluntary agencies, and U.S. embassies. He was accompanied by staffers DAVID CARPENTER of the coordinator's office and HENRY CUSHING of the Office of Refugee Programs.

The Office of the U.S. Coordinator sponsored a conference at Coolfont, W. Va., December 6–9, to discuss State Department grants to voluntary agencies for reception and placement of refugees in the United States. In attendance from the coordinator's office were acting coordinator MATTHEW NIMETZ, deputy coordinator GEORGE BARBIS, assistant coordinator CAROL HECKLINGER and staff members JOSEPH COLEMAN, FRANK MOSS and MARGARET CARPENTER. The Office of Refugee Programs was represented by director JOHN BAKER, deputy directors CHRISTOPHER RUSSELL and JAMES PURCELL, and SHEPARD LOWMAN, JERE BROH-KAHN, JAMES LAWRENCE and JOHN LLOYD. Also in attendance were representatives of the Department of Health, Education, and Welfare, the voluntary agencies, and some state and local governments. Ms. Carpenter addressed the World Affairs Council in Portland, Ore., December 6, and the National City Christian Church in Washington, December 12, on the Indochinese refugee situation. KARLENE KNIEPS left the Office of the U.S. Coordinator, January 11, to begin French language training. LOIS MAHLER and JANE BULLOCK have joined the coordinator's staff.

On January 21, FRANK LOY, deputy U.S. coordinator-designate, and RONALD DAVIDSON, director of the Office of International Organizations, went to Geneva to attend a budget and funding meeting of the UN High Commission for Refugees and to consult with international organizations. Following that, they traveled to Pakistan to survey the Afghan refugee problem in the Northwest Frontier Province and Baluchistan, for the purpose of formulating an appropriate U.S. response.

In mid-December, VICTOR WOLF, director of the Office of Europe, Office of Refugee Programs, visited Vienna, Rome and Geneva to inspect resettlement processing for refugees coming out of the Soviet Union and eastern Europe. During the trip he met with foreign government officials as well as representatives of multilateral organizations and volunteer agencies, in order to effectuate more rapid refugee reprocessing to the United States and Israel. At the same time PHILLIP CHICOLA, Latin American program officer, visited San Jose, Costa Rica, to expedite the U.S. resettlement of 75 recently released Cuban political prisoners.

In mid January, KARL BECK, director of the Office of Latin America and Africa, embarked on a three-week inspection tour of refugee problems in the Horn of Africa. At least 1.5 million refugees and displaced persons are living in and out of camps in Djibouti, Ethiopia, Somalia and Sudan. The purpose of Mr. Beck's trip was to assist in the formulation of U.S. responses to appeals by affected Horn of Africa countries and by international organizations.

KATHERINE KEMP is the new executive officer and JAMES KELLEY the new program officer in the Office of Africa and Latin America. Ms. Kemp was formerly chief of personnel in the Bureau of African Affairs; Mr. Kelley came from the Foreign Buildings Office. ■

KUALA LUMPUR—Ambassador and Mrs. *Robert H. Miller* bid farewell to *Lam Tuan Duc*, the 50,000th Vietnamese refugee since August 1977 to leave Malaysia for the United States. From left are: *Mr. Duc*, Mr. Miller, *Mel Chatman*, chief of the U.S. refugee office, Mrs. Miller, *Mrs. Duc* and their month-old son.

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The sale of old Series E U.S. savings bonds will end, and the sale of the new Series EE "U.S. Energy Savings Bonds" will begin, after deductions made in paychecks received on April 3, covering the pay period March 9–22.

To continue in the payroll savings plan, no action by an employee is necessary. Payroll allotments for Series E bonds will automatically be applied towards purchase of the EE bonds. In no case will allotments be increased unless there is written authorization from the employee.

As to the E bonds currently held, there's no need to redeem them or exchange them for EE bonds. Hold onto the bonds and continue to collect interest at the prevailing rate, and realize the same return, say U.S. Treasury officials.

A ½% interest bonus, jumping from 6½ to 7% for EE bonds held to maturity, is a new feature. U.S. safety notes and E bonds that have not fully matured will also receive the ½% bonus if held for 11 years from the date of the first semi-annual interest period, beginning after January 1, 1980.

Other new features of the EE bonds include: Purchase price of 50% of face value, instead of 75%; bonds mature in 11 years instead of 5; minimum denomination of $50 (the $25 bond will be discontinued); a new denomination of $5,000; minimum retention period of six months, instead of two; annual purchase limitation of $15,000, instead of $7500.

The "energy" name reflects current energy concerns. The bonds will help finance the large federal energy expenditure anticipated in the future. For additional information, contact your executive or administrative office. ■

AWARDS FOR LENGTH OF SERVICE*

**—This is a list of employees who have completed the eligibility requirements for receipt of length-of-service awards. Actual presentation may be at a later date.*

EUROPEAN AFFAIRS

(September)

Isela Bulnes Burget (35)
Joseph C. Miles (35)
Robert S. Dillon (30)
Alan Logan (30)
Jean T. Elliott (25)
George J. Krieger Jr. (25)
Verna E. Smith (25)
John J. Sullivan (25)
Dawson S. Wilson (25)
David Anderson (20)
Frank J. Barrett (20)
David S. Cunningham (20)
Arnold J. Denys (20)
Douglas James Harwood (20)
Stephen T. Johnson (20)
Kenneth A. Kurze (20)
Charles W. Schaller (20)
Laura M. Schmidt (20)
Helen G. Soderberg (20)
Lawrence Marshal Grossman (10)
Glenn Powell (10)

(October)

Malcolm Toon (40)
Mario R. Decapua (35)
Robert K. German (30)
Brady G. Barr (25)
Eleanor M. Gabrielsen (25)
Robert P. Paganelli (25)
William M. Woessner (25)
Dean C. Farnham (20)
James A. Griffin (20)
Frederick N. Harris (20)
Egon P. Laubsch (20)
Kirby L. Smith (20)
Alan K. Stansfield (20)
Peggy Hall Topping (20)
Stephen B. Watkins (20)
William A. Weingarten (20)
Ronald A. Wildermuth (20)
Walter F. Bort (10)
William B. Fanjoy (10)
Richard H. Wallen (10)

(November)

Edgar J. Beigel (35)
Bowen K. Kennedy (35)
George R. Phelan Jr. (35)
Abraham S. Friedman (30)
George F. Rodman (30)
Carroll L. Simmons (30)

NICE—Commercial assistant *Reine M. Joguet-Verdy* receives a 20-year length-of-service award from consul *James Alexander Smith*. *Andre C. Joguet*, husband, is at left.

John P. Hablas (25)
Thomas J. Hirschfeld (25)
Clint E. Smith (25)
William B. Young (25)
Clarence N. Jenkins (20)
Donald J. Musch (20)
Bernard C. Pollock (20)
Gladys Daghir Powell (20)
Thomas J. Roesch (20)
Lamonte C. Smith (20)
Walter J. Barlow Jr. (10)
Alan W. Moe (10)
Joan M. Plaisted (10)
J. Michael Springmann (10)
Peter G. Schoettle (10)

(December)

Alfred J. Pelland (30)
Dwight R. Ambach (25)
John F. Hubler Jr. (25)
Sherrod B. McCall (25)
Doris A. Horn (20)
Loretta B. Johnston (20)
Hulda L. Matz (20)
Howard F. Wald (20)
Roger E. Burgess Jr. (10)
Craig P. Harrington (10)
Michael E. Lamberg (10)
Nancy Vancon (10)

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

(October)

Janet E. Barker (30)
Walter Leon Carter (20)

(November)

Thomas Miller Recknagel (30)

(December)

Donna G. Ifill (10)

INTELLIGENCE AND RESEARCH

(September)

Marianne L. Cook (30)
Frederick C. Ashley (20)
Arthur Bloomfield (10)
Jonathan C. Mayhew (10)

(October)

Patricia G. Barnett (30)
James Crowley (30)
Edith M. Scott (30)
Robert Drexler (25)
Miriam O. Hardman (20)
Carol E. Doster (10)

(November)

Robert N. Allen (30)
Stanley P. Jakubowski (10)

(December)

Raymond F. Deladurantaye (35)

SANTIAGO, Chile—At awards ceremony, from left: *Daniel Baez*, 20 years' service; *Augusta Crino*, 10 years; *Monica Rivera*, personnel officer; *Leila Navech*, incentive cash award; Ambassador *George W. Landau*; *Patricia Jaramillo*, 10 years; *Julieta Araneda*, 10 years; *Manuel Valenzuela*, retirement after 29 years; and *Juan Avendaño*, 25 years.

INTERNATIONAL NARCOTICS MATTERS

(October)

Major W. McBee (20)

(December)

Elliot K. Chan (20)

INTERNATIONAL ORGANIZATION AFFAIRS

(September)

Nancy Ford (30)
Louise Frances Geigan (30)
Elizabeth C. McAllister (30)
Frank Di Noia (25)
Mary Ann Reed (20)
Anna M. Risso (20)
Elizabeth A. Sher (20)
Sharon V. Cornnor (10)

(October)

Elaine E. Bors (25)
B. Joan Utterbach (20)

(November)

Paul J. Byrnes (30)
Sheila K. Walker (10)

(December)

Christine Naymik (35)
Wendell W. Woodbury (35)
Hildegard B. Shishkin (25)

NEAR EASTERN AND SOUTH ASIAN AFFAIRS

(September)

Stanley D. Samuelson (25)
George B. Lambrakis (25)
Gilbert M. Harcum (20)
Larry Dean Jenkins (20)
Donald D. Thalacker (20)
Philip M. Tinney (20)
Thomas A. Twetten (20)
E. Allan Wendt (20)
Frederick H. Sheppard (20)
John A. Schadler (10)

(October)

Frank E. Maestrone (35)
Mary P. Hughes (25)
John Tuohey (25)
M. June Dohse (25)
George M. Lane (25)
Joseph P. Leahy (25)
Richard H. Morefield (25)
George S. Dunlap (20)
Michael McDermott (20)
Ronald L. Vandevander (20)
John A. Vieira (20)
Dale I. Wertz Jr. (20)
Margaret K. Omar (10)

(November)

Bruce A. Flatin (25)
Gerald S. Mathews (25)
Constance J. Brown (20)
Janet M. Gorbett (20)
William E. Belk (10)

(December)

Isa K. Sabbagh (30)
Ernest Thomas Greene (20)
Gene E. Johnson (20)
Mati Lohuaru (10)

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

(November)

Michael A. Guhin (10)

(December)

Tadao Kobayashi (30)
James C. Lewis (25)

OFFICE OF PROTOCOL

George Hampdon Sealey Jr. (20)

PERSONNEL

(September)

Delores G. Brenna (25)
Herbert T. Mitchell Jr. (25)
John P. Crawford (20)
Julian L. Bartley (10)
David Ellis Henderson (10)

(October)

Dorothy J. Staples (35)
Patricia Ann Langford (10)
Monie Jerome Mathews (10)
Louise V. Miles (10)

(November)

Barnett B. Lester (40)
E. Avery Adams Jr. (35)
Betty L. Groves (35)
Richard R. Massey (25)
Rose Marie Green (20)
Paul C. Kaufman (20)
Geoffrey Ogden (20)
Raymond E. Mathis (10)

(December)

Rosemarie B. Hart (30)
Loretta N. Helm (25)

SECRETARY'S OFFICE

(September)

Alba B. Martin (40)
Lambert Heyniger (25)

(October)

Jean M. Wilkowski (35)
Joseph A. Yager (35)
Jean L. Dinicola (25)

(November)

Mary A. McClelland (35)
Mary Zaldivar (25)
John H. King (20)
Anthony C.E. Quainton (20)

(December)

Philip C. Habib (35)
Gilman A. Thompson (10)■

PERSONNEL: Civil Service

PROMOTIONS

GS-13

Phillip J. Poupolo, Office of Operations, Supply and Transportation Division.

GS-12

Dorothy E. Bergamaschi, Intelligence and Research; **Covell H. Douglas,** Office of Operations, Supply and Transportation Division; **Stephani D.D. Starrett,** Bureau of Personnel, Foreign Service Career Development and Assignments; **George Earl Whitlock,** Information Systems Office.

GS-11

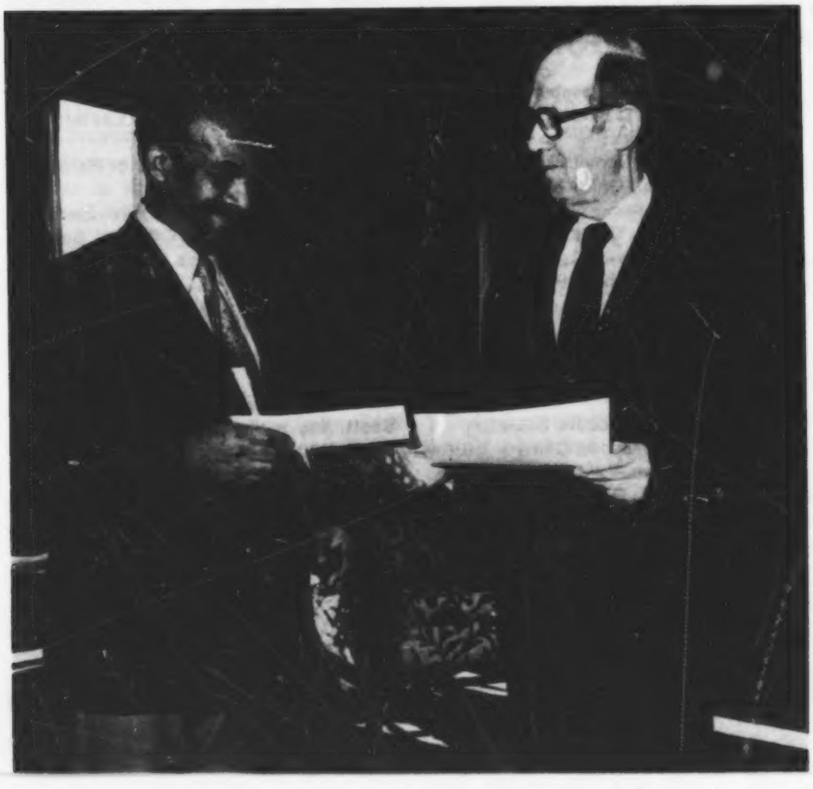
Abigail Adams Jenkins, Foreign Affairs Document and Reference Center; **Edgar Arno Lowe,** Passport Office.

GS-10

Mary C. Armour, Edward C. Carroll, Roger L. Casteele, Charles W. Ditmeyer Jr. and **Ollie Oliver,** Communications Center; **Ernestine M. Pierce,** Office of Under Secretary for Management; **H. Lucille Stanton, Ronald L. Steenhoek** and **Queen Helen R. Williams,** Communications Center.

BUREAU OF ADMINISTRATION— *Rose Thomas* **is the Department's first woman licensed to drive heavy-duty vehicles. With her is** *James Mitchell,* **chief, Motor Transport Branch.** *(Photo by Glenn E. Hall, Visual Services)*

Arvid Mynatt, **clerk/messenger, receives a cash award, for his performance during 1979, from Under Secretary** *David D. Newsom. (Photo by David M. Humphrey, Visual Services)*



GS-9

Vicki Lynn Ettleman, Foreign Affairs Document and Reference Center.

GS-8

Doris M. Eaglin, Economic and Business Affairs, International Development and Finance Division; **Jean A. Fitzgerald,** Near Eastern and South Asian Affairs; **Susan M. Williams,** Economic and Business Affairs.

GS-7

Ann Mary Barrett, Debra Elizabeth Fjorndahl and **Mildred A. Bloom,** Passport Office; **Barbara Ann Bohnsack,** Bureau of Personnel, Presidential Appointments Staff; **Helen I. Carroll** and **Roberta L. Digangi,** Passport Office; **Margaret Louise Dove,** Oceans and International Environmental and Scientific Affairs, Executive Office; **Janice L. Hammack,** Passport Office, Detroit; **Dianne E. Hurley,** International Organization Affairs, Executive Office; **Michael L. Kinney,** Passport Office; **Debra A. Muse,** Protocol; **Daniel J. Pappas Jr.,** Passport Office; **Roger A. Simpson,** Comptroller's Office; **James E. Tyckoski,** Passport Office, Detroit.

GS-6

Patricia M. Arbuckle, Office of Under Secretary for Management; **Joanne C. Christian,** European Affairs; **Denise A. Demar-**

tino, International Organization Affairs; **Franklin D. Garcia** and **Camille R. Holmes,** Human Rights and Humanitarian Affairs; **Creola M. Newton,** Office of Legal Adviser; **Mary H. Zobel,** Comptroller's Office.

GS–5

Gwendolyn Dunn, Information Systems Office, Foreign Affairs Data Processing Center; **Cheryl Y. Edwards,** Intelligence and Research; **Kathleen J. Gabriel,** Economic and Business Affairs, International Finance and Development; **Lauren Jackson,** Comptroller's Office; **Patricia A. Miller,** Foreign Service Institute; **Caroline Wiznitzer,** European Affairs, Eastern Europe Division.

GS–4

Herbert Bryant and **Judith M. Tyson,** Comptroller's Office; **Lisa M. Sanders,** Office of Operations, Supply and Transportation Division.

GS–3

Ramona D. Pritchett, Economic and Business Affairs; **Brenda D. Russell,** Passport Office, Los Angeles.

NEW APPOINTMENTS

Alexander, Kym, Comptroller's Office
Allen, Shirelle Y., Comptroller's Office
Barra, Richard K., Office of Communications, Programs and Engineering Division
Bartnik, Casimir J., Office of Legal Adviser
Beigang, Helga I., International Organization Affairs, Office of International Conferences
Bennett, Joyce M., East Asian and Pacific Affairs
Biegel, Joseph D., Office of Operations, Language Services Division
Bonner III, Douglas G., Near Eastern and South Asian Affairs
Bose, Bandana Sinha, Foreign Service Institute
Brauner, Cheryl A., Bureau of Public Affairs, Executive Office
Brown, Tywanna, Comptroller's Office
Burkholder, Deidra A., Office of Communications, Programs and Engineering Division
Carstones, Alice, Inter-American Affairs
Chambers, Darlene T., Inter-American Affairs
Cheng, Yvonne J., Bureau of Consular Affairs
Childs Jr., William M., Office of Communications, Programs and Engineering Division
Coates, Antoinette Y., Foreign Affairs Document and Reference Center
Cole, Jacqueline D., Passport Office
Darnell, Donna L., Near Eastern and South Asian Affairs
Davis, Jeffrey M., Comptroller's Office
Davis, Patricia L., Office of Executive Director
Deily, Theresa M., Office of Executive Director
Dfleghardt, Elizabeth F., Protocol
Dorsey, Gloria Jean, Passport Office
Duncan, Jean Ann, Bureau of Administration
Evers, Stephanie D., Bureau of Personnel, Management Office
Fagan, Leeanne, Executive Secretary
Fisher, Lenore, Passport Office
Geter, Gina Renee, Passport Office
Goldstein, Marilyn R., Passport Office
Gordon, Catherine R., Inter-American Affairs
Hagan, Wanda A., Human Rights and Humanitarian Affairs
Haineswarth, Darlene, Comptroller's Office
Haney, Ceresa L., Executive Secretary
Hardesty, Susan L., Executive Secretary
Helm, Kathleen A., Office of Security, Washington Field Office
Hicks, Yvette, Comptroller's Office
Hoffman, Jean A., Bureau of Administration
Hoskin, Maquinta L., Passport Office
Houser, Kathleen S., Executive Secretary
Iacovo, Domenick F., Comptroller's Office
Ingrassia, Laura J., Office of Legal Adviser
Jeter Jr., Robert L., Administrative and Clerical Pool
Johnson, David J., Comptroller's Office
Jones, Merrill E., Comptroller's Office
Karickhoff, Jamezetta R., Comptroller's Office
Koffman, Boyd M., East Asian and Pacific Affairs
Kreutz, Cecilia, Foreign Service Institute
Luksic, Edward J., Comptroller's Office
Martin, Susan Elizabeth, Executive Secretariat
Mayes, Derrick, Passport Office
McDermott, Catherine M., Office of Security, Washington Field Office
McCorry, Maureen E., Passport Office
McLain, Carl E., Office of Communications, Programs and Engineering Division
Mitchell, Dorothy J., International Narcotics Matters
Murphy, Jerry D., Pouch and Courier Operations
Murray, Blair L., Politico-Military Affairs, Office of Disarmament and Arms Control
Newsom, Catherine Jean, Executive Secretary
Palmore, Belinda C., Passport Office
Parker, Mary Ann, Pouch and Courier Operations
Pelham, Alison L., Comptroller's Office
Picard, Michelle Helen, Intelligence and Research, Cartography Division
Portnoy, Susan J., Near Eastern and South Asian Affairs
Prosser, Alvina A., Bureau of Personnel, Management Office
Ramsey, Stephen D., Executive Secretary
Rhinehart, Norma D., Office of Security, New York Field Office
Rinaldi, Salvatore J., Office of Overseas Schools
Ronstadt, Dorothy, Passport Office
Sakaue, Marlene J., East Asian and Pacific Affairs
Sanders, Trudi T., Comptroller's Office
Scott, Ray Willie, Passport Office
Scott, William J., European Affairs
Senkow, Catherine E., Comptroller's Office
Shoaff, Pamela L., Executive Secretary
Stack, Mary R., Protocol
Stowe, Priscilla B., Intelligence and Research, Communist Economic Relations Division
Suslov, Evgeniya G., Foreign Service In-

How to learn about foreign policy

Want to learn more about the principal foreign policy issues facing the United States? Then join a Great Decisions discussion group. The Great Decisions Program is sponsored nationally by the nonprofit Foreign Policy Association and locally by American University and the United Nations Association, Capital Area Division.

The discussion topics for 1980 are: "The World in 1980: America's Basic Options"; "The Mideast and the Gulf: U.S. Policy in Ferment"; "The United Nations at 35: Illusions and Realities"; "Eastern Europe: Emerging from Moscow's Shadow?"; "Humanity on the Move: How Migration Affects Us"; "Brazil's Rising Power: What Weight in the World Scale?"; "Vietnam and its Neighbors: Big Powers and Little Wars"; and "The World Energy Crunch: America's Choices—at Home and Abroad."

If you wish to form or join a group, or obtain information, contact one of these community coordinators: Northern Virginia—James Roush 528-4553; D.C.—Gene Solon 484-1184; Maryland—John Erskine 530-8152.

stitute

Symmes, Rebecca D., Office of Inspector General

Therlault, Gloria E., Passport Office

Veney, Cassandra R., Bureau of Personnel, Management Office

Witeck, Jeanne M., Office of Legal Adviser

REASSIGNMENTS

Benson, Margery C., Intelligence and Research to Communications Center

Downing, Nora, Human Rights and Humanitarian Affairs to Office of Deputy Director for Program Management

Henneberger, Patricia S., Bureau of Administration to Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

Holdforth, James E., Office of Under Secretary for Security Assistance, Science and Technology to Office of Deputy Secretary

King, Nickle D., Passport Office to Pouch and Courier Operations

Lauderdale, Michael H., Passport Office, Los Angeles to Foreign Service Institute

McCarron, Bernadette M., Foreign Service Institute to Inter-American Affairs, Central American Division

Oplinger, Betty Lou L., Office of the Legal Adviser to Congressional Relations

Plaag, Gary Kenneth, Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division

Schlicher, Joan M., UN Conference on Science and Technology for Development to Office of Under Secretary for Management

Snipes, Deborah E., Bureau of Administration to Office of Under Secretary for Management

Woods, Helena Virginia, Administrative and Clerical Pool to Economic and Business Affairs

RESIGNATIONS

Brooks, Beverly P., Comptroller's Office

Carson, Celina Patricia, Passport Office

Carstones, Alice, Inter-American Affairs

Cepko, M. Katherine, Office of Special Representative of the President

Emig, Carol A., Human Rights and Humanitarian Affairs, Office of Refugee and Migration Affairs

Jones, Carmen Blondo, Foreign Service Institute

Kravitz, Joyce, International Organization Affairs, Office of International Conferences

Martin, Judy L., Office of Security

Murray, Vera E., Office of Special Representative of the President

Ostrosky, Lisa M., Administrative and Clerical Pool

Petersen, Phyllis, Passport Office, Los Angeles

Sanders, Edward, Office of Senior Adviser to the Secretary

Schneider, Mark L., Human Rights and Humanitarian Affairs, Office of Human Rights

Shelley, Debra R., International Joint Commission

Sobieski, Lisa S., Passport Office

Taylor, Willard B., Consular Affairs

Washington, Norma J., Passport Office, Los Angeles

Williams, Gladys E., Comptroller's Office

Wilson, Joan R., Foreign Service Institute

Witeck, Jeanne M., Office of Legal Adviser

Woolbright, Glenda J., Passport Office, San Francisco

Young, Andrew, U.S. Mission to the UN

Zebrowski, Reine F., European Affairs, Office of NATO and Atlantic Politico-Military Affairs

RETIREMENTS

Brooks, Norman S., Office of Operations, Supply and Transportation Division

Crocker, Violet D., Foreign Affairs Document and Reference Center

Dennis, Dorothea G., Office of Under Secretary for Security Assistance, Science and Technology

Johnson, Frances T., Records Management and Regulations Division

Kontak, Emil W., Consular Affairs, Management Office

Lizotte, Normand G., Bureau of Administration, Allowances Staff

Mason, Bernice W., Communications Center

Roach Sr., Macon L., Bureau of Personnel, Management Office

Solis, Patricio Eugenio, Foreign Service Institute

Spells, Richard L., Office of Deputy Secretary

Spencer, Henry L., Pouch and Courier Operations

Thomas, Una M., Communications Center

Wiedemann, Howard M., Intelligence and Research, Office of Strategic Affairs ■

Planning continues for Senior Executive Service

The Department is moving ahead with programs for staffing, executive development and performance appraisal in the new Senior Executive Service (SES). While final decisions are yet to be made, the trends are in these directions:

—*Staffing and appointments:* Bureaus that decide they want to fill an SES job with a career person would have two choices. First, someone already a member of the SES could be reassigned to the vacancy. Second, the bureau could announce that the vacancy is to be filled by competition. In the latter case, applicants from all over the Government, or even outside the Government, would be able to apply. Applications would be ranked and rated according to qualification standards, and the applicant selected would receive an SES career appointment. SES jobs filled on a noncareer basis may or may not be opened to announcement or posting, at the bureau's option. In any event, competition among applicants would not be necessary in order to make such appointments.

—*Executive development:* GS-14s and 15s would be able to apply for participation in an executive development program. The program would offer individualized training and development to qualify participants to fill SES positions. Later this year, the Department plans to post a list of the categories of SES jobs in which vacancies are anticipated over the next two years. Applicants would be selected via merit competition. Selection would not guarantee anyone a future SES appointment, but completion of an executive development program would guarantee that an employee does have the management credentials to fill an SES job.

—*Performance appraisal:* SES members can receive pay bonuses based on evaluation of their performance. The Department's SES Performance Review Board has just finished its first task in this area—reviewing SES members' statements of their work requirements and performance standards. The board is now more familiar with the SES members' work and the standards of accomplishment expected of them, and will be better equipped to decide—next October—who should get those bonuses of up to $10,000. ■

PERSONNEL: Foreign Service

NEW APPOINTMENTS

Akalovsky, Alexander, Arms Control and Disarmament Agency

Aldonas, Grant Douglas, Junior Officer Corps

Allen, Bernadette M., Junior Officer Corps

Armour, Sharon E., Junior Officer Corps

Austin, Eunice Maria, Merida

Babcock, Kenneth B., Islamabad

Bacom, John S., Office of Security

Blaschke, Brent E., Junior Officer Corps

Brecht, Jonathan P., Junior Officer Corps

Butenis, Patricia A., Junior Officer Corps

Callahan, Courtney T., Maracaibo

Cappadona, Harryette, Mexico

Chase, Peter H., Junior Officer Corps

Clift, Donna J., Managua

Cloud, Mary Elizabeth, Mexico

Darrach, Daniel D., Junior Officer Corps

Derryck, Vivian L., Office of Under Secretary for Management

Doherty, John T., Classification/Declassification Center

Drechnowicz, Carolyn Marie, Panama

Dubose, Cecilia Grace, Kingston

Dwyer, Marguerite N., Mexico

Edelman, Eric S., Junior Officer Corps

Fonteneau, Alfred F., Junior Officer Corps

Gallucci, Gerard M., Junior Officer Corps

Goelz, Raymond Frederick, International Organization Affairs, Policy Management Staff

Hallman, Eileen D., Buenos Aires

Hendershot, N. Nicholas, Junior Officer Corps

Jenkins Jr., Walter E., Classification/Declassification Center

Keller, Daniel F., Junior Officer Corps

Kelly, Mary J., Junior Officer Corps

Kennedy, John C., Junior Officer Corps

Kenny, Kathryn K., Caracas

Kile, Maria Filomena, Mazatlan

Kramer, Ronald J., Junior Officer Corps

Lancaster, Carol J., African Affairs

Latham, Beverly P., Managua

Lebaron, Joseph E., Junior Officer Corps

Logsdon, Mildred Jean, Santo Domingo

Luppi, Hobart N., Classification/Declassification Center

Meyers, Alfreda E., Junior Officer Corps

Mitchell, Katharine S., Junior Officer Corps

Moffett, James D., Classification/Declassification Center

Perry, John M., Classification/Declassification Center

Powell, Gregory V., Junior Officer Corps

Purnell, Jon S., Junior Officer Corps

Redd Jr., John H., Office of Security, Washington Field Office

Reddick, Eunice S., Junior Officer Corps

Roseberry III, James R., Junior Officer Corps

Rosell, Dolores Villasenor, Hermosillo

Sanderson, Patricia L., Port-O-Spain

Sandford, Gregory W., Junior Officer Corps

Schwartz, Karen Ann, San Salvador

Scott, Claretta K., Bureau of Personnel

Sokolsky, Richard D., Politico-Military Affairs

Soucy, Marie White, Caracas

Spradley, Ernest W., Junior Officer Corps

Stanitz III, Jacques, Junior Officer Corps

Steen, Margaret J., Georgetown

Tolman, Elizabeth B., Classification/Declassification Center

Tucker John C., Junior Officer Corps

Vasquez, Maria Christina, Guadalajara

Walser, John R., Junior Officer Corps

Weisand, Rita J., Medical Services

Whalen, Maureen T., Office of Under Secretary for Management

Widess, Karen A., Junior Officer Corps

Woodbury, Wendell W., Classification/Declassification Center, Bureau of Administration

TRANSFERS

Aguilar, Carlos J., Office of Communications to Brasilia

Albriton, James Warren, Yaounde to Georgetown

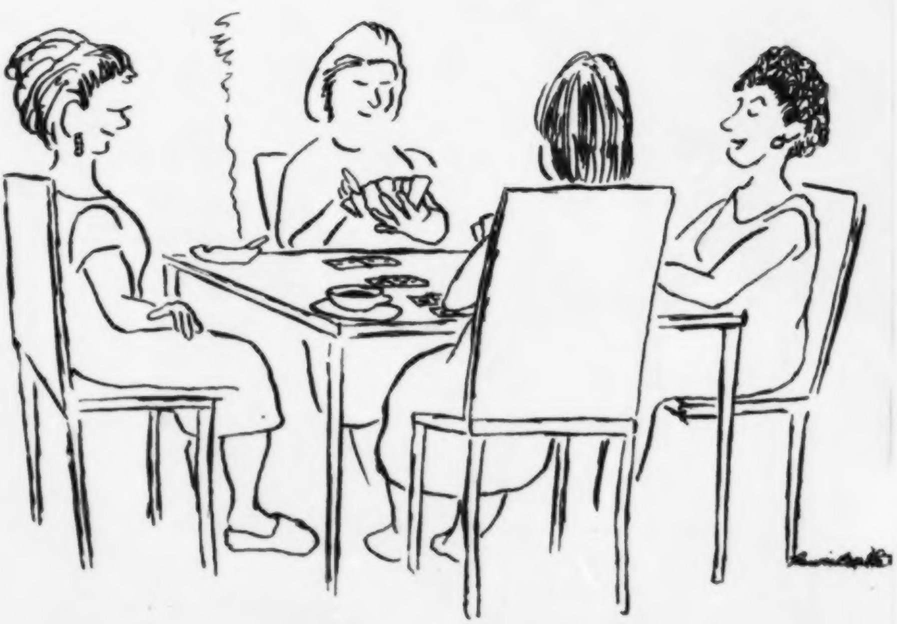
Allen, Carolyn M., Foreign Service Institute to Inter-American Affairs

Allen, Catherine E., Gaborone to Ndjamena

MANAMA—At opening of Agricultural Trade Office are, left to right: *Richard Lieberman*, Senate staffer; *Hassan Ali an-Nusuf*, Ministry of Commerce and Agriculture; *Joseph R. Butler*, agricultural trade officer; *Thomas R. Hughes*, Foreign Agriculture Service; and *Robert H. Pelletreau*, ambassador to Bahrain.

LAGOS, Nigeria—At awards ceremony, left to right: *Yemi Akinrelere*, medical laboratory assistant; *Cornelius A. Rosanwo*, truck-driver; *Raufu Alabi*, accounting specialist; charge *Parker D. Wyman; Felicia A. Olaleye*, secretary; *Joseph O. Ajueze*, general services assistant; *Festus U. Nwadike*, mailroom supervisor; *Jeremiah Oyegwa*, air-conditioning technician; *Sikiru Olanrewaju*, cashier.

Anderson, A. Dwight, Bangkok to Pouch and Courier Operations
Appel, Dolores V., Hong Kong to Guatemala
Arenales, Alfonso Brazil to Foreign Service Institute
Armbruster, James P., Caracas to Lisbon
Armstrong, Martin Harold, Paris to Information Systems Office
Bannon, Linda A., Freetown to Hong Kong
Bateman, Robert H., Inter-American Affairs to Bogota
Bebick, Joan Ellen, Rome to Warsaw
Becerra, Debra P., Brasilia to Bureau of Personnel
Berlin, Shelley Elise, Junior Officer Corps to Trieste
Bernard, Joseph C., European Affairs to Paris
Blount Jr., Guy L., Bureau of Administration to Mexico
Blount, Helene M., Brazzaville to African Affairs
Bookhardt, Patricia Lee, San Salvador to Monterrey
Bradford, Douglas R., Office of Communications to Cairo
Breeland, Mary J., Berlin to Tokyo
Broadway, Richard D., Seoul to Banjul
Broman, Barry M., Bangkok to East Asian and Pacific Affairs
Brooks, Barbara A., Frankfurt to Bonn
Brown, Linda Marie, Junior Officer Corps to Port-au-Prince
Burgess, Harold Tony A., Office of Operations to East Asian and Pacific Affairs
Businger, James G., Frankfurt to Office of Munitions Control
Casey, Margaret E., Lagos to Georgetown
Casteel, Donald D., Bureau of Personnel to Passport Office
Cerra, Ronald L., France to Guangzhou
Chang, Walter F., Asuncion to Milan
Charette, Wilfred J.A., Accra to Mbabane
Christy, Gene Burl, Ankara to Nicosia
Chumley, Lana C., London to Managua
Cline, Michael K., Havana to Inter-American Affairs
Cochran, Milton B., Communications Center to Asuncion
Conley, John B., Near Eastern and South Asian Affairs to Karachi
Conradis, John C.F., Calcutta to Office of Communications
Cortez, Gilberto, Office of Communications, Programs and Engineering Division to Accra
Craig, Francis F., Quito to Bogota
Cunningham, Glenda S., Istanbul to Copenhagen
Daniel, Mary Marchany, Managua to San Salvador
Davis, E. Lloyd, Foreign Service Institute to San Salvador
Day Jr., Robert E., Near Eastern and South Asian Affairs to Berlin
Dixon, Timothy J., Office of Security to Panama
Duke, Arthur C., Office of Communications to Djibouti
Duncombe, Bruce F., Foreign Service Institute to Abidjan
Dunn, Lynda C., Geneva to Secretariat Staff
Eddy Jr., Condit N., London to European Affairs
Elliott, Carlyn J., Office of Deputy Secretary to Geneva
Ellis, David L., Monrovia to Cairo



"Joe thinks he has our R&R all worked out for this year. He thinks he's going to Copenhagen, and I'm supposed to take the kids to visit Grandma in Duluth."

CONSULAR AFFAIRS—Assistant Secretary *Barbara Watson* presents *Willard Devlin*, associate director of the Visa Services Directorate, a retirement plaque. *(Photo by David M. Humphrey, Visual Services)*

Class 6 Selection Board

The Class 6 Selection Board convened January 14 to review the files of tenured FSO/R-6 and FSSO-4 officers. Members are Richard J. Smith, FSO-2, chairman; and Charles A. Mast, FSO-4; Michael J. McLaughlin, FSO-4; Joseph C. Snyder, FSO-4; Cecil St. C. Richardson, FSO-3; and Betsy Fitzgerald, FSIO-4.

Engelhart, Jim E., Bureau of Administration, Office of Communications to Mexico
Ferguson, Kenneth D., Accra to Office of Communications, Programs and Engineering Division
Finrow, Mary Christina, Southern European Affairs to Frankfurt
Flynn, Kay M., Kabul to Abidjan
Foster, Daniel L., Office of Inspector General to Tel Aviv
Gardner Jr., Norman H., Lusaka to Afri-Affairs
Garner, Joan E., Frankfurt to Visa Office
Gase, Roberta E., Lusaka to Addis Ababa
German, Bruce W., Medical Services to Tehran
Gillen, David J., Office of Communications to London
Gober, Sally M., Yaounde to Georgetown
Gonzales, Luis Z., Office of Communications to Djibouti
Goodman, Terry L., Office of Communications to Ankara
Green, Nick, Office of Security to San Salvador
Grewe, Shirley Ann, La Paz to Mexico
Guidice, Lawrence J., Manila to Surabaya
Gunkle, Rhonda J., Montevideo to Inter-American Affairs
Gustafson, Marianne U., Montevideo to Overseas Citizens Services
Guzman, Cecilia Munoz, Quito to Inter-American Affairs
Haegele, Richard G., Vienna to Naha
Hagopian, Floyd H., Niamey to Bonn
Hall, John M., Panama to Inter-American Affairs
Hamel, James C., Syria to Office of Communications
Harrison, William G., Tel Aviv to Bangui
Helwick Jr., John H., Kaduna to Office of Communications
Herkert, Richard J., Ndjamena to Hong Kong

GUADALAJARA, Mexico—The administrative section receives a group Meritorious Honor Award from administrative counselor *Robert Miller*, second from right. Pictured, from left, are *Guillermo Olguin*, chief of maintenance; administrative officer *Gary Alexander; Mirtala Bañuelos*, administrative assistant; Mr. Miller, and consul general *J. Donald Blevins*.

Hinton, Deane R., Brussels to European Affairs

Holland, Amelita B., San Salvador to Amman

Hollin, Mary B., Bucharest to Damascus

Holloway, Anne Forrester, International Organization Affairs to Bamako

Holmes, James H., New Zealand to Foreign Service Institute

Hopper, David T., Bombay to Abu Dhabi

Huggins, Constance, Paris to Fort-de-France

Hull, Gordon A., Cairo to Khartoum

Hultslander, Robert W., Lisbon to European Affairs

Ishkanian, Albert P., Pretoria to Port Moresby

Jackson, Michael Roy, Bangkok to Paris

Jarrett, Larry G., African Affairs to Ndjamena

Jarvinen, Einar F., Libreville to Bombay

Jenkins, Joseph S., Niamey to Ouagadougou

Johnson, Charles K., Bureau of Personnel to Milan

Johnson, Marie E., Guatemala to Buenos Aires

Johnson, Ralph R., Bolivia to Economic and Business Affairs, Industrial and Strategic Materials Division

Johnson, Richard A., Khartoum to Melbourne

Jones, Robert D., Office of Communications to Monrovia

Josephson, Lenore, Warsaw to Paris

Kaufmann, Judith R., European Affairs to Madrid

Keller Jr., Edward E., Brussels to Sao Paulo

Kennedy, Donald N., Office of Communications, Programs and Engineering Division to Manila

Killham, Edward L., Arms Control and Disarment Agency to Brussels

King, Charles M., London to Bureau of Administration

Koga, Lindy M., Jakarta to Ankara

Koke, Barbara C., Jakarta to Surabaya

Konrath, Robert Paul, Junior Officer Corps to Lagos

Koorkanian, George D., Frankfurt to Bangkok

Kozlowski, Joseph J., Munich to Office of Operations, Supply and Transportation Division

Larkin, Norma T., Santiago to Santo Domingo

Le Zotte, M. Diane, Montreal to European Affairs

Leaper, Ronald C., Afghanistan to Athens

Ledgerwood, Raymond Dale, Iran to Bureau of Personnel

Lee, John W., Mexico to Bogota

Lehmann, W.J., Frankfurt to European Affairs

Leonard, Catherine L., Mali to Abidjan

Lore, Mark, Foreign Service Institute to Economic and Business Affairs

Loskot, William F., Kabul to Operations Center

Lyles, Joanne Rainey, African Affairs to Mogadishu

MacNeil, Anne W.S., Buenos Aires to Inter-American Affairs

Marshall, Nancy H., Pretoria to Office of Munitions Control

Martin, W. Wyatt, Manila to Tunis

Mason, Nancy M., Georgetown to Kingston

Mason, Rodney A., Guyana to Kingston

Mathews, Gerald S., Tehran to Tijuana

Mattingly, W. Lee, Inter-American Affairs to Managua

McGinnis, Michael, Rome to European Affairs

McEldowney, Frederick C., International Organization Affairs to Geneva

McHenry, Dennis D., Liberia to Manila

McKelvey, Larry H., Ghana to Office of Communications

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g. when they are retired or otherwise in a lower tax bracket.

SINGAPORE—From left: *Le Fong Choo, Patricia Lock Yai Fong, Chia Wai Peng,* Ambassador *Richard F. Kneip, Alyce Seo, Maria Soh* and *Celine Chandy.* The group received a Meritorious Honor Award.

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Poets—
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Photographers—
To help us depict graphically what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—
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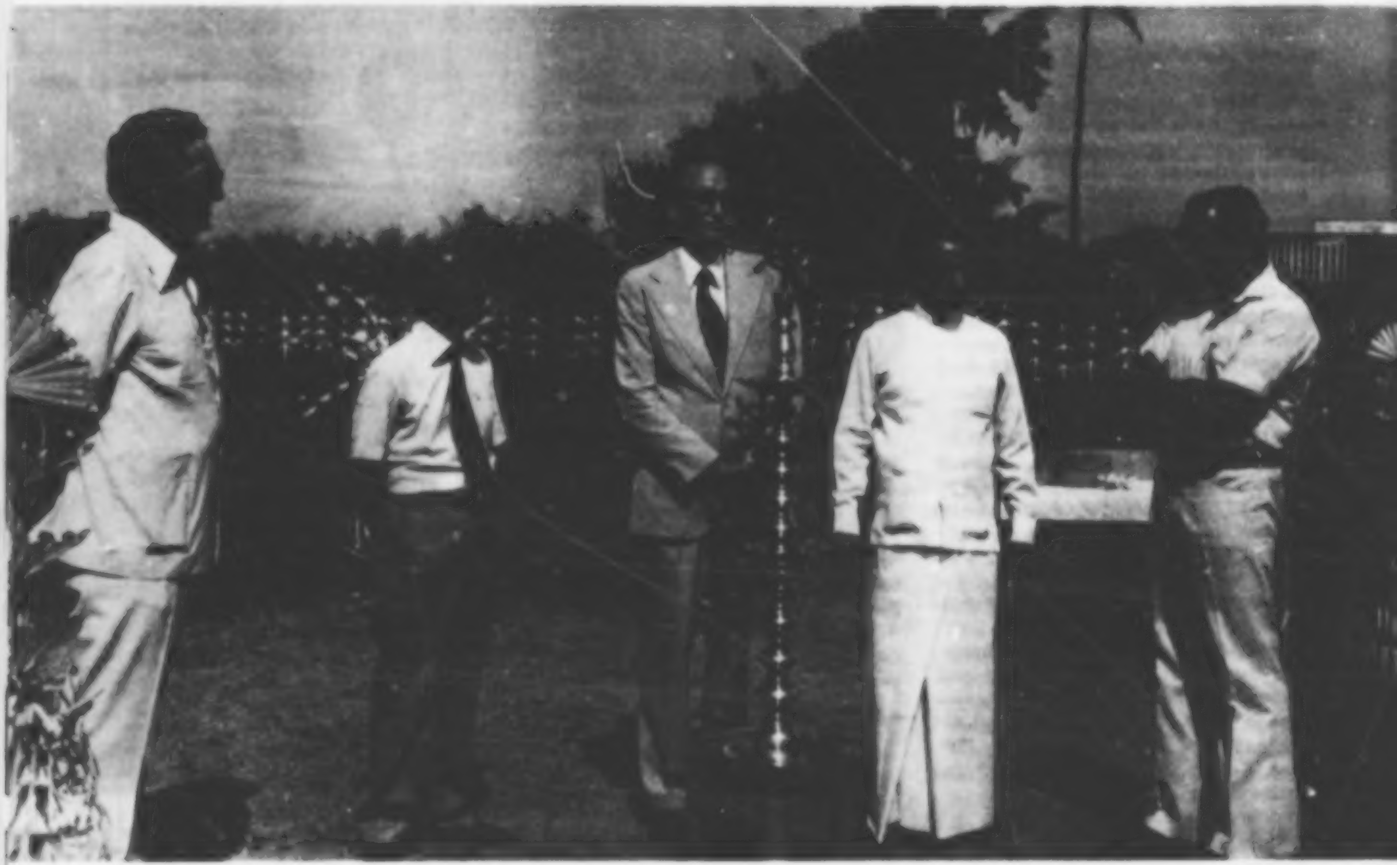

COLOMBO, Sri Lanka—Ambassador *W. Howard Wriggins* at the groundbreaking at new chancery site. Left to right: *Newton H. Merricks*, project supervisor; *L. de S. Tudawe*, contractor; Ambassador Wriggins; *Weerasinghe Mallimarachchi*, district minister for Colombo; *W. D. Ailapperuma*, ministry of local government, housing and construction.

McLain, George H., Stockholm to European Affairs

McNeull, Michael E., Afghanistan to Calcutta

Mecke, Frederick A., Office of Security to San Salvador

Mellstrom, James C., Vienna to Office of Communications

Meyers, Donald F., Dhahran to Brisbane

Miller, Marijayne, Port-O-Spain to Beijing

Miller, Richard G., Islamabad to Office of Communications

Mills, Asbury E., Office of Communications, Programs and Engineering Division to London

Moser, Joyce, Port-O-Spain to Inter-American Affairs

Moser, Leo J., Politico-Military Affairs to Vientiane

Murphy, Patricia A., Vienna to Reykjavik

Napper, Larry C., Botswana to Foreign Service Institute

Nelson, Roy C., Egypt to Near Eastern and South Asian Affairs

Nevils, Albert F., Office of Communications to Kingston

Newnham, Edward A., Kuala Lumpur to Kabul

Nowell, Joseph B., France to Dakar

Paganelli, Robert P., West European Affairs to Rome

Pavlovski, Chester J., Mexico to Inter-American Affairs

Payne, Wendell C., Communications Center to Niamey

Peters, Lauralee M., Economic and Business Affairs, Office of Monetary Affairs to Bangkok

Peters, Mary Ann, Rangoon to Mandalay

Pfanzelt, Ingrid E., Tokyo to Santo Domingo

Phillipson, Robert R., Nicaragua to Bogota

Pierson, Don Carlos, Berlin to U.S. Mission to UN

Pirro, Gregory, Bangkok to Rome

Porpora, Jeanette, Prague to Lubumbashi

Potter, William G., European Affairs to Brussels

Provencal, Richard G., Manila to Office of Communications

Quarterman, Gwendolyn L., London to Mexico

Rawls, Nancy V., African Affairs to Abidjan

Ricciuti, Nicholas James, Paramaribo to Seville

Richardson, Gary A., Office of Communications, Programs and Engineering Division to Manila

Riebhoff, Donald R., Foreign Service Institute to Prague

Sanders Jr., Daniel H., Foreign Service Institute to Zagreb

Savarese, Frederick C., Office of Communications to Brasilia

Scheid, Carl P., San Jose to Inter-American Affairs

Schultz, Patricia L., Nairobi to Accra

Schwarz, Jeffrey J., Office of Security, Washington Field Office to Los Angeles Field Office

Skiff, Robert W., Bangkok to East Asian and Pacific Affairs

Skof, Marko J., Norway to Rome

Smith, Katherine H., African Affairs to Kingston

Snellgrove, Trevor Andrew, Bahamas to Foreign Service Institute

Sorg, Richard B., Brazil to Lusaka
Spyker, Irma Linda, Rabat to Near Eastern and South Asian Affairs
Stanley, William R., Nairobi to African Affairs
Stricklin, Jay S., Mexico to Port-O-Spain
Swartz, Patricia E., Valletta to Baghdad
Taylor, Gary L., Nicosia to Istanbul
Tefft, John F., Foreign Service Institute to Budapest
Teich, Zachary Zelman, Junior Officer Corps to Guatemala
Tessmer, Karen Sylvia, Kingston to Near Eastern and South Asian Affairs
Timmins, David B., Bureau of Personnel to Guatemala
Toon, Malcolm, Moscow to European Affairs
Toussaint, Donald R., Near Eastern and South Asian Affairs to Colombo
Troy, Carl Frederick, Guayaquil to Belize City
Urbano, Gwendolyn T., Near Eastern and South Asian Affairs to Istanbul
Volman, Dennis Adrian, Junior Officer Corps to Beirut
Walls, Gerald A., Tripoli to Jerusalem
Waszkiewicz, John H., Egypt to Lusaka
Wayker, Charles D., Bridgetown to Montevideo
Wehrli, Edward J., Kingston to Bangkok
Whitney, Jane, Germany to European Affairs
Wilson, Burgess G., Kingston to Office of Communications
Wilson, David R., Casablanca to Near Eastern and South Asian Affairs
Wolf, John Stern, Foreign Service Institute to Economic and Business Affairs, Office of Monetary Affairs
Wong, Wayne W.S., Bureau of Personnel to Canberra
Woodruff, Freddie R., European Affairs to Leningrad
Yamamoto, Marjorie T., Kabul to Kathmandu

RESIGNATIONS

Beecroft, Mette O., Family Liaison Office
Brody, Clifford Lloyd, Human Rights and Humanitarian Affairs
Cotter, Catherine Anne, Office of Legal Adviser
Fichte, Janice Lee Jacobs, Merida
Florkey, Roberta Ann, Bureau of Personnel
Gerson, Ralph Joseph, Office of Special Representative of the President
Gorman, Augustine J., African Affairs
Johnson, James H., Tokyo
Limpach, Christy A., Panama
Moore, C. Robert, Classification/Declassification Center
Pearson, Catherine A., European Affairs
Porro, Jeffrey David, Politico-Military Affairs, Office of Disarmament and Arms Control
Roberts, Adelina Rodriguez, Lagos

BUREAU OF ADMINISTRATION—*M. Virginia Schafer*, **deputy assistant secretary, presents a retirement plaque to** *Stella Makara*, **right, chief of the Employees Service Center, who retired December 31 after 38 years of service.** *(Photo by Glenn E. Hall, Visual Services)*

Skof, Marko J., Rome
Watson, Marjorie E., Oslo

RETIREMENTS

Anderson, Roy L., New Delhi
Armstrong Jr., William, Near Eastern and South Asian Affairs
Bacon, John George, Jakarta
Baudoin, Laury A., East Asian and Pacific Affairs
Blaydes, William T., Sinai Field Mission
Boyd, Ida Elizabeth, East Asian and Pacific Affairs
Brown, Robert L., Office of Inspector General
Bruegl, Gordon J., Bangkok
Brugger, Ellen, Casablanca
Carrier, Elizabeth A., Paris
Chan, Elliot K., International Narcotics Matters
Chandler, Claire F., Central American Affairs
Coleman, Harold M., Pouch and Courier Operations
Conlin, Michael M., Office of Management Operations
Courtney, William F., Bombay
Devlin, Willard B., Consular Affairs, Visa

Office
Dexter, John B., Inter-American Affairs
Dobrenchuk, Stephen A., Overseas Citizens Services
Doherty, John T., Bureau of Personnel
Dougherty, Kathleen M., Copenhagen
Edwards, Elizabeth J., Consular Affairs
Ford, Theodore Minton, Bureau of Personnel
Garthoff, Raymond L., European Affairs
Gracia, Francisco, Inter-American Affairs
Guenther, Ethel L., Bridgetown
Hall, William Henry, Human Rights and Humanitarian Affairs
Heavner, Theodore J.C., Intelligence and Research
Hermesman, Roy R., Lusaka
Iacono, George, Nairobi
James, Daniel J., Politico-Military Affairs
Jenkins, Kempton B., Bureau of Personnel
Jones III, William C., Bureau of Personnel
Katz, Julius L., Economic and Business Affairs
Knauf, Kenneth W., Hong Kong
Ledgerwood, Raymond Dale, Bureau of Personnel
Lee, John J., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division
Loughran, John L., African Affairs
Luppi, Robert N., European Affairs
Makara, Stella, Office of Operations, Employees' Services Center
Maxwell, Martha L., Guatemala
McLain, Carl E., Office of Communications, Programs and Engineering Division
Menter, Sanford, Office of Inspector General
Miller, Dudley W., Bureau of Personnel
Moffett, James D., Classification/Declassification Center
Nelson, Cardozo V., Audio-Visual Services Division
Nelson, Roy C., Near Eastern and South Asian Affairs
Phelan Jr., George R., Athens
Pope, Rosamond A., Naples
Proctor, John L., Economic and Business Affairs
Pruden, John Stephen, Bangkok
Redd Jr., John H., Office of Security
Ridley, Christine W., Bureau of Personnel, Foreign Service Career Development and Assignments
Saunders, Dorothy M., Inter-American Affairs
Sedlacek, Donald E., Bureau of Administration
Shapiro, Goodwin, Consular Affairs
Shaw, C. Grant, Communications Center
Spielman, Herbert, Oceans and International Environmental and Scientific Affairs
Stafford, Walter E., Operations Center
Stoneman, Elvyn A., Intelligence and Research, Office of Geographer
Toon, Malcolm, European Affairs
Vaky, Viron P., Inter-American Affairs
Verdin, Ruth V., San Salvador
Weld, Howard F., European Affairs
White, Robert W., Office of Security
Wood, Doris E., New Delhi
Woodbury, Wendell W., International Organization Affairs ■

145th Foreign Service class is sworn in

Thirty-one members of the 145th class of the Foreign Service were sworn in at a ceremony in the Benjamin Franklin Room on January 4. The class includes 10 women. Fourteen of the new officers are starting their careers in State assigned to the political cone, seven to consular, six to administrative and four to economic/commercial.

The average age of the class is 29. Members hail from 16 states and the District of Columbia—New York leading with five. Two were born abroad—in the Canal Zone and West Germany. The officers hold 58 college and graduate degrees, including 31 bachelors or equivalents, 16 masters, seven doctorates in philosophy and four doctorates in law and jurisprudence. They have attended many foreign institutions of higher learning: the American University in Beirut, Sorbonne in Paris, University of Copenhagen, Delhi University and the University of Madrid.

Many have had overseas experience. The class includes three teachers of English abroad—Bernadette Allen, who taught in France; Alfred Fonteneau, in Senegal; and Daniel Keller, in Taiwan; two former Peace Corps volunteers—Mr. Fonteneau, in Senegal, and Sharon Armour, who served in the Ivory Coast; a director of a binational center in Colombia—John Kennedy; a former student intern in the Department—Peter Chase; and two captains in the Air Force—Gregory Sanford and Jacques Stanitz.

Members of the 145th class, pictured below, are, seated, left to right, John Christian Kennedy, Joseph LeBaron, Eric Edelman, Karen Widess, deputy assistant secretary for personnel Robert Gershenson, Jo Ellen Powell, Patricia A. Butenis, Gregory V. Powell, Jonathan P. Brecht. Standing, left to right: Daniel D. Darrach, Richard N. Kilpatrick, course coordinator; Ronald J. Kramer, Bernadette Allen, N. Nicholas Hendershot, Gregory W. Sannford, Jacques Stanitz III, Eunice S. Reddick, Grant Aldonas, Gerard Gallucci, Daniel F. Keller, John C. Tucker, E. Webb Spradley, Claretta K. Scott, Peter H. Chase, Katharine S. Mitchell, John R. Walser, Alfred F. Fonteneau, Jon R. Purnell, Mary Jean Kelly, H. Marshall Carter, Brent E. Blaschke, Sharon Armour, Alfreda Meyers, J. Royal Roseberry, and Eric D. Tunis, deputy coordinator.

144th Foreign Service class graduates

Twenty-eight members of the 144th class of the Foreign Service have completed their orientation studies at the Foreign Service Institute. The class, with an average age of 29, includes six women.

The State officers come from 18 states and the District of Columbia—New York leading with five. Twelve members have been assigned to the political cone, six to consular, and five each to economic/commercial and administrative. The members hold 28 bachelor degrees or their equivalents, 16 masters, 6 doctorates in philosophy and 3 doctorates in law and jurisprudence. Four officers were former Peace Corps volunteers. They are Philip Covington, who served in Afghanistan; Francis Cheever, in Tunisia; Jerry Leach, in Turkey; and Gerald Hanisch, in Uganda. One member was a former university lecturer in New Guinea. Three are attorneys. Several have served in other Government agencies and the U.S. armed forces.

State members, pictured in the adjoining photo, are, front row, left to right: John W. Lowe; Joan L. Harrell; Edmund E. Atkins; Robert A. Callard; Thomas M. Tracy, assistant secretary for administration; Gerald L. Hanisch; Ross Petras; Alejandro D. Wolff; William N. Harlow. Standing, left to right: Kenneth M. Peoples; Richard N. Kilpatrick, course coordinator; Laraine N. Carter; John K. Bauman; Mark S. Woerner; Maurice M. Cook; Harlan K. Cohen; Eleanor B. Sutter; Vivienne Z. Ascher; Sterling Johnson; Jerry W. Leach; Francis S. Cheever Jr.; Peter Flournoy; Philip S. Covington; David R. VanValkenburg; William E. Lucas; Cassie L. Ghee; Olin W. Morrow; Cassius C. Johnson; Laura D. Faux; James D. Earl; Eric D. Tunis, deputy coordinator. ■

Safety of life at sea

The working group on safety of navigation of the Subcommittee on Safety of Life at Sea will conduct an open meeting on February 20 in Room 3201, U.S. Coast Guard Headquarters, 2100 Second Street S.W., at 9:30 a.m. The purpose is to discuss routing of ships; matters related to the 1972 collision regulations; ship movement reporting systems; omega differential correction systems; shipborne navigational aids and related equipment; accuracy requirements and harmonization of radio navigation systems; world-wide VHF navigational channels; and matters related to search and rescue. Requests for further information should be directed to Captain D.B. Charter, Jr., % Commandant (G-WLE/11), U.S. Coast Guard Headquarters, 2100 Second Street, S.W., Washington, D.C. 20593, telephone (202) 426-1934. ■

OBITUARIES

—(Continued from Page 71)

William Clarke Vyse, 84, a retired Foreign Service officer, died on November 11. Joining the Foreign Service in 1920, he served as consular officer in Ottawa, Winnipeg, Paris, Algiers, Habana, Nueva Gerona, Windsor, Stuttgart, Shangahi, Buenos Aires, Agua Prieta and Medellin. He retired in 1953.

Mr. Vyse, a native of New York, attended the Randolph-Macon Academy, the U.S. Naval Academy, the George Washington Law School and the School of Aeronautics at Princeton University. He served in the Army, 1917–19. Survivors include his wife, of 2404–3A Mariposa West, Laguna Hills, Calif. 92635.

Frederik Van Den Arend, 85, a retired Foreign Service officer, died on October 8. A graduate of Harvard University, Mr. Van Den Arend worked with an exporting and importing firm in the United States and Madagascar before joining the Foreign Service in 1923. He served as consular officer in Leipzig, Pernambuco, Amsterdam, Rotterdam, Surabaya, Lourenco Marques, Beira and Batavia. Later in his career, he served as consul general in Chungking, Rotterdam and Amsterdam. Mr. Van Den Arend retired in 1954. He leaves no known survivors.

Mary C. Pratt Herter, 84, widow of Christian A. Herter, who was Secretary of State during the second Eisenhower administration, died of a stroke on January 3, while visiting her son in New Mexico. She was born in Brooklyn and was the granddaughter of Charles Pratt, founder of the Pratt Institute in New York. After her husband's death in 1966, Mrs. Herter was active in the Arthritis Foundation and the Hearing and Speech Center at Children's Hospital. Survivors include four children, 15 grandchildren and seven great-grandchildren. The family suggests contributions to the Hearing and Speech Center, Children's Hospital National Medical Center in Washington, or to the Christian A. Herter Center, 1175 Soldier's Field Rd., Allston, Mass. ■

OBITUARIES

Theodore P. Kroll, 45, a Foreign Service security officer assigned to the Washington Field Office, died of cancer on January 8. He joined the Service in 1962, and was a diplomatic courier in Manila, Frankfurt and the Department. In 1968, he became a security officer and served in Brussels and The Hague before returning to the Department in 1975.

Mr. Kroll

Mr. Kroll was in the Marine Corps, 1952–56. He attended Phoenix College and the University of Arizona, where he received his bachelor's in 1961. Survivors include his wife, 4313 Markwood Lane, Fairfax, Va. 22030, and two sons.

Grover W. Penberthy, 55, a Foreign Service officer assigned to the Department since 1978, died after open heart surgery at Cleveland Clinic, January 31. Since September, he was director of the Office of Systematic Review in the Classification/Declassification Center, and served the previous year as an attorney in the Legal Adviser's Office.

Mr. Penberthy

Joining the Foreign Service in 1955, Mr. Penberthy was a visa officer in Bonn for one year, and was then assigned to Berlin as political officer and, later, legal officer. Returning to the Department in 1960, he became a supervisory placement specialist. He went to Belgrade as political officer in 1965. After a detail to the Industrial College of the Armed Forces, Mr. Penberthy served in Belfast as consul general, 1971–74. He was counselor for political affairs in Monrovia and then was appointed consul general in Curacao, his last overseas post, in 1977.

Born in Detroit, Mr. Penberthy earned bachelor's and law degrees from the University of Michigan, and was a member of the Michigan, Oregon, U.S. Court of Military Appeals and U.S. Supreme Court bars. As an attorney for the State of Oregon in the early '50s, he served on the Statute Revision Council and was executive secretary of the Legislative Interim Committee, 1953–55. During World War II, he was a bombadier with the Army's 8th Air Force in Europe and was awarded the Air Medal. Mr. Penberthy received the Department's Meritorious Honor Award in 1974. He is survived by his wife, of 3214 Woodbine St., Chevy Chase, Md. 20015, four children and two brothers. The family suggests contributions to the American Diabetes Association.

Raymond P. Ludden, 70, a retired Foreign Service officer, died on December 12. He was born in Massachusetts and earned a bachelor's in foreign service from Georgetown University before joining the Service in 1931. After an initial assignment to Liverpool, Mr. Ludden spent the next 17 years of his career in the Far East, serving as consular officer in a variety of posts, including Tsinan, Yokohama, Mukden, Canton, Chungking and Kunming. In Peiping, he was a language officer. He served on consecutive details to the staff of the commanding general of U.S. Army forces in China, Burma and India, in 1943, and to the U.S. Army observer section in Yenan, in 1944. Assigned to Nanking in 1946, he was first secretary and consular officer until his last Far East assignment, to Canton, in 1948, where he served as consul general.

Mr. Ludden was appointed counselor in Dublin in 1949 and, later that year, became counselor and special assistant to the ambassador in Brussels. In 1952, he was appointed counselor in Paris, returning to the Department in 1954. His last overseas post was Dusseldorf, where he went as consul general in 1957. Mr. Ludden retired in 1962. Survivors include his wife, of 30 Captain Nickerson Rd., South Yarmouth, Mass. 02664, and a son.

William P. Hughes, 68, a retired Foreign Service officer who specialized in inter-American affairs, died on December 30. Born in Texas, he graduated from Baylor University and went on to earn a master's at Harvard in 1938. He was a comptroller at Gallaudet College for three years, and then became an underwriter for the Federal Housing Administration in 1941. From 1942 until 1944, he was an administrative officer in Tegucigalpa, then in Rio de Janeiro, for the Institute of Inter-American Affairs, one of the old war agencies.

In 1945, Mr. Hughes joined the Department as an administrative analyst. Converting to the Foreign Service in 1947, he was assigned to Mexico until 1949, when he returned to the Department. After brief assignments to the Office of American Republic Affairs and the Bureau of Inter-American Affairs, he converted back to Civil Service and returned to Harvard on an advanced management study detail. He served as budget and financial officer for the International Boundary-Water Commission and, in 1954, became chief of the Office of Foreign Buildings. Mr. Hughes went overseas as a Foreign Service officer once again in 1960, appointed consul general in La Paz. He also served as consul general and principal officer in Cuidad Juarez before retiring in 1971.

Survivors include his wife, of 5525 Westside Dr., El Paso, Tex. 79932, and two sons.

James F. Amory, 62, a retired Foreign Service officer, died on November 30. His first post was Bombay, where he served from 1948 until 1950, when he returned to the Department. Assignments to Helsinki, in 1953, and Paris, in 1955, were followed by a detail to the Department of Commerce in 1959. After serving as a commercial trainee, Mr.

Amory was appointed commercial officer in Bern and then Frankfurt. In 1968, he was assigned to Bonn, his last post, as economic and commercial officer. He retired in 1971.

Mr. Amory graduated from Randolph-Macon College, and earned two master's degrees at Harvard University. He served in the Army, 1942–46. Survivors include his wife, of Plum Tree Cottage, Dittisham, Devon TQ6 OEX, England.

Frank England, 69, a retired Foreign Service employee, died on December 12. Born in England, he was the owner and manager of a travel agency for 11 years, and was a transportation inspector in London, 1936–43. His government employment began with the old Office of War Information, where he was a transportation chief. Joining the Foreign Service in 1946, Mr. England was assigned to London as chief of operation services. In 1949, he was transferred to Seoul for one year, as supply officer in the Army liaison office. In Vienna, his next post, he was appointed property controls supervisor, and became general services officer and then special assistant in the administrative division. Returning to the Department in 1956, he served as administrative officer until assignment to Paris, where he served from 1962 until 1965. He remained in the Department as administrative officer until his retirement in 1970. Survivors include his wife, of "Karma Killick"—Headley Road, Grayshott—near Hindhead, England.

Edward G. Boehm, 60, a retired Foreign Service accountant, died of heart failure in Sarasota, Fla., on December 19. He worked as an accountant for several Government agencies, including the Veteran's Administration, the General Services Administration and the International Cooperation Agency, before joining the Department in 1960 as a systems accountant. Progressing to supervisory budget analyst, financial management system analyst and supervisory accountant, he converted to the Foreign Service in 1966 and became chief of the Financial Services Division. He retired in 1973.

Mr. Boehm, a native of New York, was a graduate of Benjamin Franklin University, Washington. He served with an Army evacuation unit in Europe during World War II. He leaves his wife, of 3235 Gulf of Mexico Drive, Long Boat Key, Fla. 33548, five daughters, two sons, two brothers, one sister and seven grandchildren.

Harriet K. Miller, 61, a retired Foreign Service officer, died on November 4. Joining the Foreign Service in 1951, she did clerical work during the early part of her career, serving in Bogota, Jerusalem, Istanbul, Paris, Kabul and Lima. In 1967, she was appointed consular officer in Lagos. She also served as consular officer in Buenos Aires, Hong Kong and Cairo before retiring in 1977. There are no known survivors.

Wanda Lewis, 64, a retired Foreign Service secretary, died after a heart attack, in Berwick, Pa., on December 16. Her 22-year career included assignments to Rangoon, Frankfurt, Djakarta, Tel Aviv and Italy, as well as details to Vienna and Helsinki for meetings of the SALT talks. She retired in 1973. During World War II, Ms. Lewis served with the WAVES. After the war, she was employed by an insurance securities corporation in California, and then the Automotive Safety Foundation in Washington. She is survived by a sister, a brother, three nieces and one nephew.

Ms. Lewis

Elizabeth Mirabella, 53, a retired Foreign Service Secretary and wife of retired Foreign Service officer John Mirabella, died of cancer on January 12, after a long illness. Joining the Foreign Service in 1950, she served in Berlin, Paris, Asmara, Lahore, Manila and the Department. She was assigned to the Bureau of Intelligence and Research when she retired in 1978. Ms. Mirabella is survived by her husband, of 3052 Covington St., Fairfax, Va. 22031, and a son.

Julia Mueller, 69, a retired Foreign Service secretary, died on December 8. Joining the Foreign Service in 1946, she drew assignments to Manila, Pretoria, London, Djakarta, Kingston, Ankara and Mexico City. She retired in 1969. There are no known survivors.

Lorraine L. Sonne, 54, a retired Foreign Service secretary, died on October 29. She joined the Foreign Service in 1965 and served in Frankfurt, Djakarta, Vienna, the Bureau of European Affairs, Tel Aviv and Ottawa. Ms. Sonne retired in 1976. Survivors include her sister, Lillian Asbra, of 2712 Arguello Dr., Burlingame, Cal. 94010.

John Burdon Ocheltree, 76, a retired Foreign Service officer, died of cancer in the Wisconsin Avenue Nursing Home, on December 21. Mr. Ocheltree, a native of California, graduated from the University of Nevada, and was a Rhodes Scholar at Oxford University in England. He received a master's from Princeton in 1931. His first Foreign Service assignment was to Hamburg in 1931 as consular officer. Subsequent posts included Seville, San Jose, Port-au-Prince, Curacao, Havana and Godthaab. Mr. Ocheltree served on a detail to assist the U.S. representative on Honduran-Nicaraguan boundary mediation, and was assistant chief of the Department's Caribbean office for one year. In 1947, he was assigned to Rio de Janeiro, where he served as first secretary and consul general. His last overseas assignment was to Rome in 1951, as first secretary and consul general. Mr. Ocheltree retired in 1953. He leaves his wife, of 4000 Cathedral Av., N.W., Apt. 132B, Wash., D.C. 20016, two daughters and five grandchildren.

J. Eric Atkinson, 80, father of Emily Stabler, wife of Ambassador (Ret.) Wells Stabler, and father of Susan Lukens, wife of Cape Town consul general Alan W. Lukens, died suddenly at his home on September 19. He is survived by his wife, Elizabeth; two other daughters, and 14 grandchildren.

—(Continued on Page 69)

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Iran and the Persian Gulf

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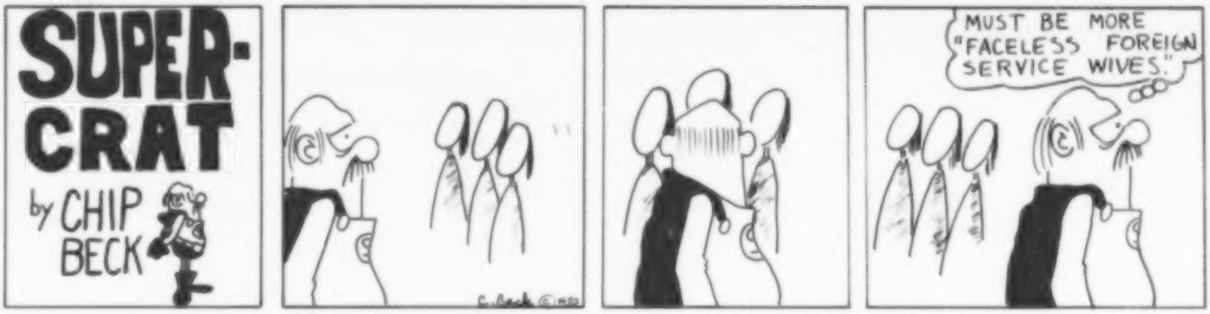
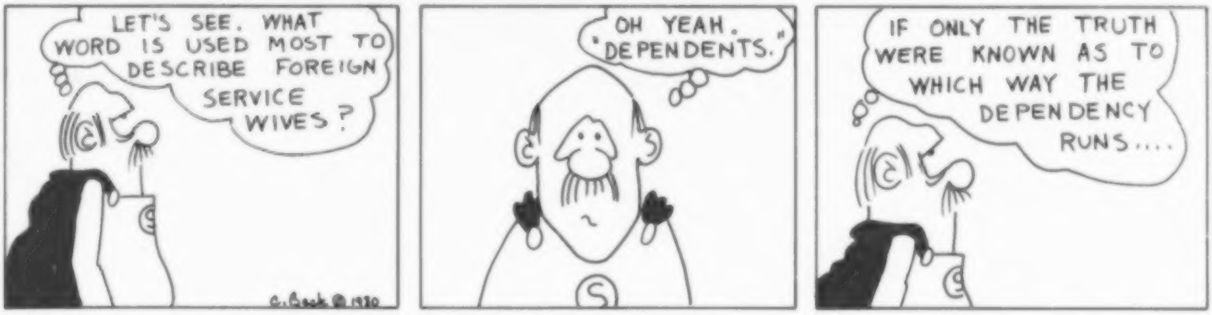

SUPER-CRAT
by CHIP BECK
C. Beck ©1980
MUST BE MORE "FACELESS FOREIGN SERVICE WIVES."


LET'S SEE. WHAT WORD IS USED MOST TO DESCRIBE FOREIGN SERVICE WIVES?
OH YEAH. "DEPENDENTS."
IF ONLY THE TRUTH WERE KNOWN AS TO WHICH WAY THE DEPENDENCY RUNS....
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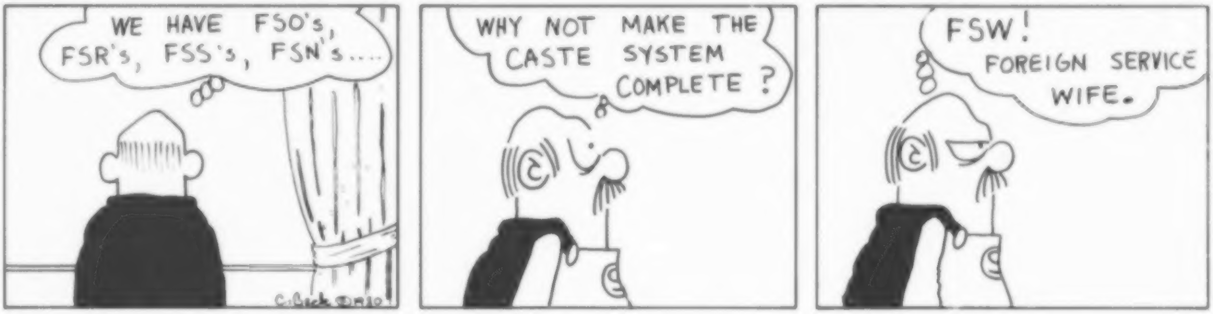
WE HAVE FSO's, FSR's, FSS's, FSN's....
WHY NOT MAKE THE CASTE SYSTEM COMPLETE?
FSW! FOREIGN SERVICE WIFE.
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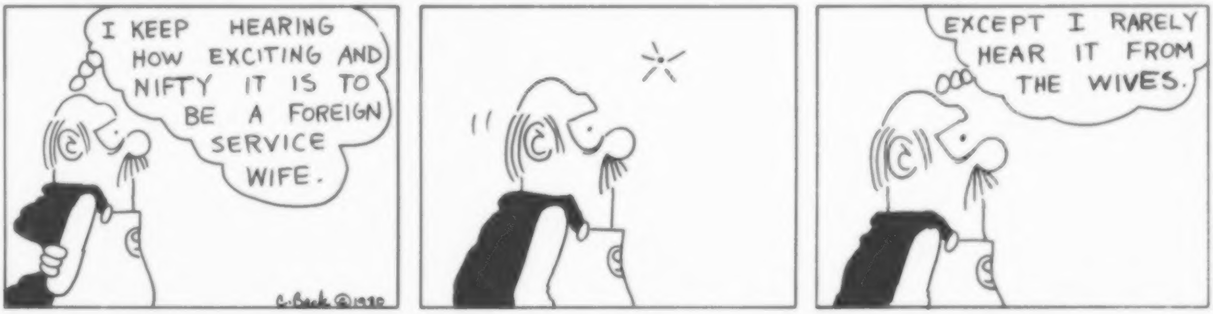
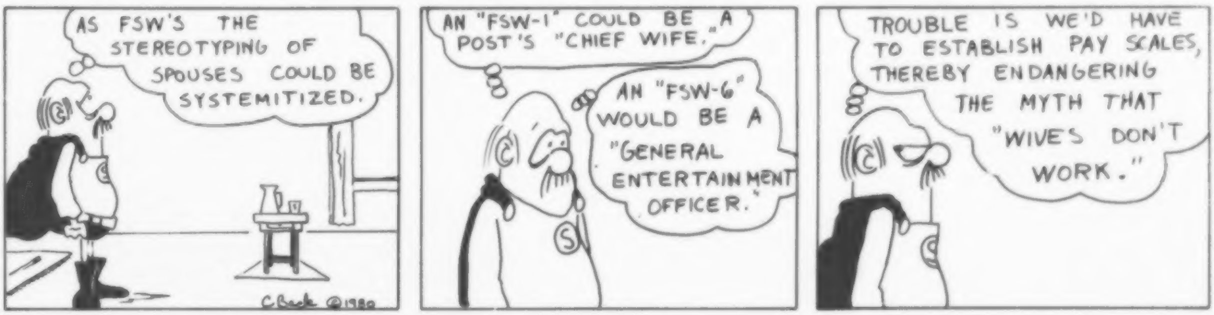

I KEEP HEARING HOW EXCITING AND NIFTY IT IS TO BE A FOREIGN SERVICE WIFE.
EXCEPT I RARELY HEAR IT FROM THE WIVES.
C. Beck ©1980


AS FSW'S THE STEREOTYPING OF SPOUSES COULD BE SYSTEMITIZED.
AN "FSW-1" COULD BE A POST'S "CHIEF WIFE."
AN "FSW-6" WOULD BE A "GENERAL ENTERTAINMENT OFFICER."
TROUBLE IS WE'D HAVE TO ESTABLISH PAY SCALES, THEREBY ENDANGERING THE MYTH THAT "WIVES DON'T WORK."
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Department of State
NEWSLETTER

MARCH 1980 • NO. 221

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LETTERS TO THE EDITOR

De what ibus?

Nouakchott, Mauritania

Dear Sir:

I applaud William Slayton's effort to set the record straight on who really designed the new U.S. embassy in Moscow and why money was paid to the Soviets [Letters to the editor, January]. Too often in the past, the Office of Foreign Buildings seems to have been unnecessarily reticent in the face of unwarranted criticism.

It may be that in architecture one applies the Latin motto: "*De gustibus non disputandum est.*" But a Latin scholar (including, no doubt, FBO's own erudite Charles Swan) would rather put it: "*De gustibus non est disputandum.*"

Cordially,
E. Gregory Kryza
Ambassador

'Anti-employee policy'

Barcelona, Spain

Dear Sir:

I would like to second and add some comments to the ideas voiced by Frank Lattanzi (Newsletter December) on the essentially anti-employee housing policy now in effect.

As Mr. Lattanzi stated, the current policy does not evidence any realization that availability is a major problem at some posts. Neither does it protect the employee against a situation wherein rentals are available only through agents whose fees must be paid by, but are not reimbursable to, the employee. And what of the automatic escalator clause, built into leases by local custom or law, which outruns the chronically late and insufficient allowance adjustments? Then, too, what of the disruptive effect on allowances at a small post of the masochistic officer who rents substandard housing and then becomes the living proof that "moderately" priced housing is available?

While Mr. Lattanzi's suggested remedy (that administrative officers not be permitted to enjoy housing superior to those they serve) might bring some improvement, I fear that substantial change for the better awaits that day when ultimate decisions on employee housing are no longer made by Washington-based personnel unfamiliar with specific conditions abroad, or by those at post who enjoy U.S. Government-leased or owned (and maintained) housing and paid utilities.

Sincerely,
John W. Bligh Jr.

Objection to Blachly's quiz

Madrid

Dear Sir:

There simply isn't time to refute the marvelously patronizing introduction and the stereotyped attitudes implicit in most of the selections in "Blachly's January Quiz: Women" (Newsletter, January). However, if the editors intend to continue digging in the dusty sandbox of static literary allusion, I offer the following:

"Title: 'Blachly's February Quiz: Blacks.'

'Noah tried to put the blame on Ham, and, ever since, whites have had myriad ideas about blacks. Some have seen them as animals, others as children. Some have placed them in households, others in the fields. Child or chattel; wontons or innocents; nurturer or nemesis—in literature one can find all of these, and everything in between. Listed below are several descriptions about blacks; all were written by whites. Can you identify the black referred to in each?'"

Then would follow appropriate passages from "Uncle Tom's Cabin" by Harriet Beecher Stowe, the "black ram" reference from Shakespeare's "Othello," a selection on Uncle Remus from Joel Chandler Harris' "Song of the South," references to the "darkies" from almost any Stephen Foster song, etc. etc.

The next month's column in this vein could feature the American Indian—i.e., a Caliban speech from Shakespeare's *Tempest*, commentary by Rousseau on the "noble savage," with Swift's diatribe on the "naked American savage," and Cooper's designation of "sly savage" from the "*Pathfinder*," concluding, perhaps with Longfellow's "*Hiawatha*."

Any of these will be as germane to the current problems and accomplishments of minorities as was the January "quiz." If, however, the Newsletter is a current effort, addressed to professional colleagues, then presumably it will be less interested in recalling the limited, stereotyped attitudes, which have historically divided us, than in bringing news of the efforts toward consolidation and integration which are uniting us.

Sincerely,
Lois W. Mervyn
Federal Women's
Program Manager
U.S. Embassy

When you're feeling blue . . .

Washington

Dear Sir:

With reference to Blachly's quiz (Newsletter, February) on generals, Mr. Blachly missed one:

"The situation is hopeless, but not serious."—General Radetzky, reporting on the battle of Austerlitz to his emperor.

Sincerely,
Paul Molineaux

—*(Continued on Page 70)*

Department of State NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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NEWSLETTER
Thanks, Amb

THE COVER — Department employees salute Canada's courageous ambassador to Iran, Ken Taylor, and his staff, who secretly provided refuge for six Americans. He served in Tehran from 1977 until Canada closed its embassy on January 28. More on Page 2. *(Cover design by Tommy Fuell, Visual Services)*

MIDDLE EAST REPORT

Joyous welcome for the 'Canada 6'

A big sequel is our goal

THE RETURN from Tehran of the six Americans who were sheltered there for three months by their Canadian colleagues brought Department employees out of every corner in the building, into the C Street lobby. Agricultural attache Henry Lee Schatz and consular employees Mark J. Lijek, Cora Amburn Lijek, Robert G. Anders, Joseph D. Stafford and Kathleen F. Stafford had eluded the November 4 takeover of the American embassy in Tehran, and eventually found refuge at the Canadian embassy.

"From the radio and newspapers available to us," said Mr. Anders, speaking for the group, "we knew that Americans were united in their demand that the hostages be freed. This realization gave us strength and courage." As to the Canadians, the signs in the C Street lobby said it best: "Thank you."

It was perhaps a weak preview of what is in store here for the 53 Americans who remained captive in Tehran as the NEWSLETTER went to press. Won't that be a celebration when they come home! No one in the Department of State building, no one in the 282 Foreign Service posts overseas, had forgotten them . . .

The employees' welcome. *(Photo by Donna Gigliotti)*

THANK YOU CANADA
THANK YOU CANADA
THANK YOU CANADA
HOME !
THANKS/

In the C Street lobby, on their arrival, are, from left: *Robert G. Anders, Kathleen F. Stafford, Joseph D. Stafford, Cora Amburn Lijek, Mark J. Lijek* and *Henry Lee Schatz. (Photo by Donna Gigliotti)*

President Carter, in the Oval Office, welcoming the six returning U.S. employees who had hid in the Canadian embassy in Tehran, displays a gift he received from the People's Republic of China—an embroidered cat on a double-sided transparent screen. From left: *Robert G. Anders, Mark J. Lijek, Joseph D. Stafford, Cora A. Lijek, Henry Lee Schatz* and *Kathleen F. Stafford. (White House photo by Karl Schumacher)*

State employees are invited to the candlelight vigils that have been taking place across the street from the Iranian embassy in Washington, every Sunday at sunset. The vigils will continue until the hostages are free.

MIDDLE EAST REPORT

Afghanistan: Eyewitness story of the Soviet invasion

BY JAMES E. TAYLOR

The author, political officer and acting deputy chief of mission at the time of the Soviet invasion, has just completed a three-year tour in Kabul. He is now a senior watch officer in the State Department's Operations Center.

A HUGE BUT MUFFLED thump at about 7 p.m. on December 27, from the direction of downtown Kabul, was the first indication most of us had that serious violence had again broken out in Afghanistan's troubled capital. (We learned subsequently that this explosion was a Soviet blast that destroyed the city's communication system.)

Mr. Taylor

Within a few minutes, and after hearing several smaller explosions and automatic-rifle fire, I decided to grab a standard "coup kit" (shaving articles, bottle of bourbon, sleeping bag) and head for the chancery. Although gunfire had become commonplace in that strife-torn country, the dead telephones were an indicator that something unusual was afoot.

As I opened my garage gate, I heard more heavy explosions, accompanied by fire from automatic weapons and slowly-rising red tracer rounds in the sky above the Interior Ministry, about 300 yards away. My initial thoughts were that the fighting was caused by some elements of the Afghan army who had chosen to oppose the massive influx of Soviet airborne troops into Kabul, which had begun on Christmas morning—less than 72 hours earlier. I left my wife* to carry on with the Christmas party we were giving for her staff, and I headed for the embassy.

As on other occassions involving the outbreak of violence in Kabul, proximity, availability of quick transportation and, most importantly, luck determined which embassy personnel would make it safely to the compound before it became too dangerous to be on the city's streets. On December 27, a few of us were lucky; most of the staff, including chargé Bruce Amstutz, were trapped in their homes, at the American Staff House, or with friends. There will, of course, be an eternal debate among us over who actually was "luckier."

On my hasty ride to the embassy, I saw some vehicles heading toward me on the wrong side of the road, and I assumed they were trucks whose drivers were neglecting to keep right. My frantic blinking of the high beams on my car did not deflect the "trucks." Only at a distance of about 30 yards did I realize I was rapidly closing head-on with Soviet armored vehicles. There were about six of them, from their airborne division. An abrupt and bumpy left turn over the traffic island carried me past them, but not before I saw their combat-ready infantry dismounting—moving off down the street behind the embassy toward Radio Afghanistan, about 500 yards away.

I continued a more careful approach to the embassy gate. As I parked, heavier firing broke out close by, and I dashed for the safety of the embassy's bullet-proof doors. Several colleagues arrived within minutes, perhaps shaken but with adrenalin flowing. They included Warren Marik, a consular officer, whose Viet-Nam experience proved invaluable; general services officer Dan Wofford, who made it to the embassy at the expense of a probable broken rib; regional security officer Fred Lecker; Steve Dovich, a communicator on his first assignment, who appeared seemingly from nowhere and proved essential for us in maintaining communications with the Department; Dave Cartner, Army warrant officer serving as the acting defense attache; and (who else?) our U.S. Marines—those who were not already on duty made their way to the embassy as shells passed overhead. What we did not fully realize then, of course, was that one prong of the attack, on the Afghan armored units stationed at Radio Afghanistan, was aimed right down the street behind the chancery. Some members of our staff found themselves extremely close to the line of fire between the two forces.

The heavy fighting continued, and it became clear that moving about inside the city was not safe; everyone, effectively, was beseiged wherever he or she happened to be. For the skeleton staff in the chancery, the action—including machine gun fire hitting the building, and tank fire and resultant explosions that shook the whole structure—led to the decision to burn all classified material. The Marines accomplished this task in about one hour, thanks to previous precautionary reductions in our files. Simultaneously, Mr. Lecker sought to establish the whereabouts of all Americans; he succeeded in all but two cases, and the welfare of these two employees was of concern to us and the Department through the night.

As for the assault on the Afghan Army, the Soviets achieved total surprise. At one point, a Soviet armored vehicle rumbled up to an unsuspecting group of Afghans and opened fire, apparently killing one or two while the others scurried for cover behind their tank. These and others were quickly taken prisoner, although later some Afghan bodies were carried to a temporary morgue.

About an hour after the initial Soviet assault, serious violence flared again. Automatic rifle and machine gun fire became incessant, and several tanks were knocked out. One, sitting about 100 yards from us, burned for hours; its exploding ammunition periodically shook that entire sector of Kabul. Machine gun rounds occasionally hit the embassy walls, while other rounds snapped overhead. At one point, a solitary figure (presumably an Afghan) darted into a field amidst Soviet vehicles, shouldered an antitank weapon, and obliterated a tank with one shot. Sounds of heavy fighting on the southern side of the city could be heard, but because of the intervening mountains, only an occasional combat flare or the flash of an explosion could be seen. It was clear, however, that the troops guarding Afghan President Hafizullah Amin were putting up stiff resistance.

---

*—Mrs. Louise Taylor, a Foreign Service information officer, had stayed on at the mission after other spouses were evacuated. She has since been reassigned as an ICA desk officer in Washington.

Sporadically during these hours of fighting, a few dark figures were seen coming over the compound's walls, but they generally hugged the shadows as they moved to their destinations. To the best of our knowledge, none of them fired or were fired upon while within the embassy grounds, and we presume they were Afghan soldiers seeking to escape the Soviet assault. In this regard, I had decided early in the fighting to leave the chancery and the compound illuminated as usual, in the hope that the higher the visibility of the building and its environs, the less likely that our compound would become an active part of the battleground. Likewise, those of us who had gone through the revolution of April 27, 1978, had one overriding concern—that one side or the other would throw air power into the struggle. Modern aircraft and their not-always-accurate weaponry are indeed unnerving when they attack at night, and the near-by fighting made us particulary vulnerable to split-second miscalculations by pilots in combat. Had any aircraft joined the fray, we would have immediately darkened the embassy, hoping for protection in invisibility. We would have wanted to avoid being mistaken for the Radio Afghanistan complex. Fortunately, no aircraft appeared throughout the night.

Fighting generally died down about about 11 p.m., after which the night took on the frozen silence typical of the Hindu Kush in winter. Cries from some Afghan wounded could be heard, as could Afghan challenges within a block or two of the Soviet forces. One Soviet tank moving about as late as midnight was hit, albeit ineffectually, by fire from Afghan AK-47s.

As the frozen sun rose on December 28, pedestrian and vehicular traffic began moving cautiously through the city's streets. Mr. Lecker checked on the well-being of the American community (especially of the two employees then still unaccounted for; they were found later, safe in their homes). Also beginning to dawn was the meaning of what had taken place—a Soviet surprise attack on unsuspecting troops of a government Moscow supposedly had been sworn to support—an attack using deception, surprise and overwhelming force. The repercussions of this event are now evident to everyone.

One lesson that I've learned from the events of the last three years in Kabul is that no matter what the type of challenge—whether the violent revolution of April 1978, the tragic kidnapping and death of Ambassador Dubs, or this Soviet invasion of Afghanistan—our missions abroad (certainly Kabul's at least) are manned by an extraordinary group of people whose personal and professional dedication to getting the job done well should be a source of pride for all the foreign affairs agencies.

In memoriam

MEMORIAL services for Ambassador Adolph (Spike) Dubs, who was killed by terrorists in Kabul last year, were held February 14—on the anniversary of his death—in the capital of Afghanistan, and in Washington. The ceremony in Kabul, in front of the U.S. embassy, was conducted by chargé Bruce Amstutz and filmed by ABC-TV. Later that day, a second service was held in Kabul in the Roman Catholic chapel of the Italian embassy.

With the U.S. embassy flag at half-mast, Mr. Amstutz said: "One year ago, at almost this very hour, Ambassador Spike Dubs was killed. Most of you were here at that time and shared with me that bitter moment. I think it fitting that today, on the anniversary of his death, that we remember and honor his sacrifice. As I reflect on the dramatic events of exactly one year ago, I cannot help but think what a sad day that was. It was sad not only for the adverse effect it had on our bilateral relations, but also because Ambassador Dubs' life was snuffed out after he had been able to serve only seven months as ambassador. Ambassador Dubs came to Kabul at a difficult time in our relations, and I regret that the aspirations he had for improved relations have not transpired. May the vision he had of a free and prosperous Afghanistan, at peace with itself and the world, eventually come to pass."

The Washington ceremony was at Arlington National Cemetery. It was a brief and quiet commemoration, attended by some 20 persons, including family members and friends from the Department. Secretary Vance laid a wreath, sent by President Carter. The late ambassador's brother, Alexander Dubs, read from St. John 14:1-3 and a short prayer on "Immortality." Mrs. Mary Ann Dubs, widow of the ambassador, and Marshall Shulman, adviser to the Secretary, made brief remarks. A bugler sounded taps.

AID wife *Gail Carlson*, left, and *Mary Ann Dubs*, widow of Ambassador Dubs, tie one of 50 yellow ribbons on the National Christmas tree as a symbol of hope and remembrance of the hostages in Iran. White House is in the background. *(Photo by Donna Gigliotti)* ■

NEWS HIGHLIGHTS

U.S. Ambassador Asencio being held hostage in Bogota

U.S. Ambassador Diego C. Asencio and more than 30 diplomats from other nations were being held hostage, as the NEWSLETTER went to press, by terrorists who seized the Dominican embassy in Bogota, Colombia, on February 27.

In a statement condemning the seizure, Secretary Vance declared: "This despicable and dishonorable act is another example of terrorist violence against accredited foreign diplomatic personnel. It cannot be excused or condoned. We are cooperating closely with the government of Colombia and other interested nations to bring about a peaceful resolution of this incident."

The terrorists have demanded the release of more than 311 political prisoners, a $50-million ransom, and newspaper publication of their anti-government manifestos. The Colombian government was negotiating with the terrorists.

The U.S. embassy in Colombia spoke to Mr. Asencio by telephone on February 28. He reported that he was in good spirits and was being treated well. He said there were no other Americans being held in the embassy.

Mr. Asencio joined the Foreign Service in 1957. After assignments in Mexico City and Panama, he was an international relations officer in Washington, 1964–65. He was special assistant to the assistant secretary for inter-American affairs, 1965–67; political officer and later deputy chief of mission in Lisbon, 1967–72; counselor for political affairs in Brasilia, 1972–75; and deputy chief of mission in Caracas, 1975–77.

SUTATENZA, Colombia—On a trip to this mountainous village, U.S. Ambassador *Diego C. Asencio* is invited by community leaders to dance in the local plaza. He obliges. Photo was received by the NEWSLETTER shortly before Mr. Asencio was taken hostage.

Higher claim limit on property losses eyed by Congress

Government employees who lose personal property overseas because of mob violence, terrorist attacks, or other hostile acts relating to evacuation from post, may be reimbursed up to $40,000, under a new bill before Congress. Claims would be retroactive to December 31, 1978. The present limitation is $15,000. The maximum reimbursement for "non-emergency claims," resulting from loss or damage of personal property because of transportation or storage, or theft from quarters, would remain unchanged at $15,000.

The House Subcommittee on Administrative Law and Governmental Relations, headed by George E. Danielson (D-Calif.), approved the bill last month. As of late February, the legislation was awaiting further action by the full House Committee on the Judiciary. Testifying in support of increased payments for "service-related" personal property losses, Thomas M. Tracy, assistant secretary for administration, told the subcommittee on February 6: "While none of us can predict future events with certainty, I believe every effort should be made to ensure that our employees, whose assignments can and do involve considerable personal risks, at least are not financially penalized for their service to the Government and the American people."

Mr. Tracy pointed out that the three major foreign affairs agencies—State, AID and ICA—paid 790 claims for losses of private personal property from January 1, 1979 to January 28 of this year. The claims amounted to $973,651. Seventy-eight, totaling $182,963, related to the situation in Iran. Another 70, amounting to $232,103, pertained to Pakistan. Overall, State received 581 claims totaling $743,124. "The hostages now held in Tehran will undoubtedly have suffered losses and will file claims," Mr. Tracy said. "In addition, not all employees who resided on the destroyed compound in Islamabad submitted claims."

He submitted a copy of a "typical" claim from an employee who had been assigned to the embassy in Pakistan, which was attacked last November 21. The employee's home and effects were totally destroyed by fire. He later filed a claim for $26,447 for loss of his private property.

Foreign Service bill is Fascell topic at Open Forum

Congressman Dante B. Fascell (D.-Fla.), chairman of the International Operations Subcommittee, House Foreign Affairs Committee,

Congressman Fascell. ***(Photo by David M. Humphrey, Visual Services)***

discussed the proposed Foreign Service Act of 1980 at a noon meeting of the Secretary's Open Forum, in the International Conference Room, on February 20. He told some 400 employees there that he expected committee action and, hopefully, floor action to be completed in the House by the end of this month. Final action on the bill in the Senate would probably have to come before Congress recesses in July for the first of the political conventions, he added.

Questions from the audience reflected disagreement with one aspect or another of the far-ranging bill, which has been proposed by the administration. Department officials have been working closely with Mr. Fascell, who indicated his general support for the legislation, to help reconcile points of view. The congressman, in making himself available to answer questions from Department employees, did not attempt to give a comprehensive review of the bill.

The proposed legislation would completely revise the Foreign Service Act of 1946, bringing together laws enacted since 1946 on administration of the Foreign Service, repealing some and adding a number of new sections. It offers opportunities for higher pay; reaffirms the selection-out process; reduces the number of Foreign Service categories to two; establishes a single Foreign Service salary schedule; and sets up a Senior Foreign Service, among other provisions.

Others slated to speak soon at the Open Forum are David Apter, a consulant on terrorism, March 19; Loran B. Szalay, whose subject will be differing Iranian and American cultural

C.G. OSBURN COMES BACK TO VISIT

"I don't think there's a bad assignment in the Foreign Service, anywhere in the world." So declares Charles G. Osburn, a retired Foreign Service officer, whose bulging passports and souvenir-laden briefcase attest to travels in more than 80 countries, during a career that spanned more than three decades.

Now 75 and living in Montrose, Ala., with his wife, the former Angela Battaglia—a retired Foreign Service secretary whom he met in Tunis—Mr. Osburn recently returned to the Department to see his colleagues and to reminisce about life as regional director of the Office of Foreign Buildings, when he helped build U.S. embassies, office buildings and employees' quarters around the world. He recalls each building—from his first in Montevideo in 1938, to the last in Mexico, in 1971.

Mr. Osburn has served in Rio de Janeiro, Manila, Panama, Tokyo, Tangier and Monrovia, among other places. He supervised building programs in China, Korea, the Netherlands East Indies, the Straits Settlements, Indochina, Thailand, Burma, New Caledonia, India, Afghanistan, Egypt, Australia, Union of South Africa and many other countries. He retired the first time in 1966 but was called back as a Reserve officer, retiring again five years later.

Mr. Osburn holds Passport No. 1, the first U.S. passport issued in Japan after the war, signed by Ambassador U. Alexis Johnson. His home is filled with souvenirs collected around the world—candlesticks, camel saddles, ceramic elephants, teapots, wood carvings and swords.

He has "stacks of photo albums" and, he says, "a lifetime of memories in service to America."

Mr. Osburn **with his passports.**

perceptions, March 26; and Dana Reynolds, president, International Center for Dynamics of Development, April 9. Those scheduled to speak in the last few weeks included Luther Hodges Jr., deputy secretary, Department of Commerce, February 6; Robert Rothstein, on North-South relations, February 13; Wanda Jablonski, editor, Petroleum Intelligence Weekly, February 27; Eugen Loebl, former director, Czech National Bank, March 3; Hyman Bookbinder, Washington representative, American Jewish Committee, March 5; and Benjamin J. Cohen, Carnegie Endowment for International Peace, March 12.

The annual process of nominating and electing a new Open Forum chairman will begin shortly. Those interested should contact Mr. Molineaux in Room 7419, extension 28790.

Department reorganizes emergency planning

The Department's emergency planning functions have been transferred from the Evacuation and Relocation Staff, Bureau of Administration, to the Operations Center, in the Executive Secretariat.

C. Michael Konner, special operations and task forces officer, is in charge of the emergency and evacuation functions previously performed by James McDonnell. Mr. Konner, as chairman of the Washington Liaison Group, reviews emergency and evacuation planning at Foreign Service posts. As chairman of the Department's Emergency and Evacuation Staff, he also coordinates emergency planning with other Government agencies. In addition, Mr. Konner will be responsible for forming and managing the task forces and working groups housed in the Operations Center.

The Evacuation and Relocation Staff was disbanded in January. Its claims functions continue to be carried out in the Bureau of Administration's Office of Facilities Management and Administrative Services, under the supervision of Charles R. Baquet. ■

President Carter **meets with members of National Security Council. From left are** ***Secretary Vance; Harold Brown,*** **secretary of defense; and** ***W. Graham Claytor,*** **deputy secretary of defense.** ***(White House photo by Bill Fitz-Patrick)***

'I'm interested in becoming an ambassador . . .'

Somewhere, somehow, something about our jobs retains a romantic tug on people in the United States. Here is a letter received in the Department from Monsey, N.Y., addressed to the director general of the Foreign Service:

DEAR SIRS:

My name is Michael Giammarino. I am 11 years old and I'm interested in becoming an ambassador or diplomat. Young as I am, these jobs appeal to me. I know much about the world nations, especially the nations of Europe. If I did become a diplomat or ambassador I would choose (if I am allowed) non-Communist and non-Moslem nations to serve in. I am not anti-Moslem or anti-Communist but I think non-Muslim nations have more pro-Americans. Because of the events in Iran, Pakistan, Saudi Arabia and Afghanistan I wouldn't like to serve in Moslem nations. As for Communist nations, the citizens are friendly but I wouldn't want to have anything to do with Communist governments. Even though diplomats and ambassadors have diplomatic immunity, this immunity can be destroyed, as we have seen in Iran. My opinions may not agree with yours, because we do have embassies in Moslem and Communist nations that have had no takeovers, riots, etc.

If I did become an ambassador or diplomat I would like to serve in: West Germany, any Benelux nation, any Nordic nation, Austria, Switzerland, Australia, New Zealand and Canada.

If you do have any information you would like to tell me and the nations you approve of, do answer my letter and let me know your opinion. Thank you for your time.

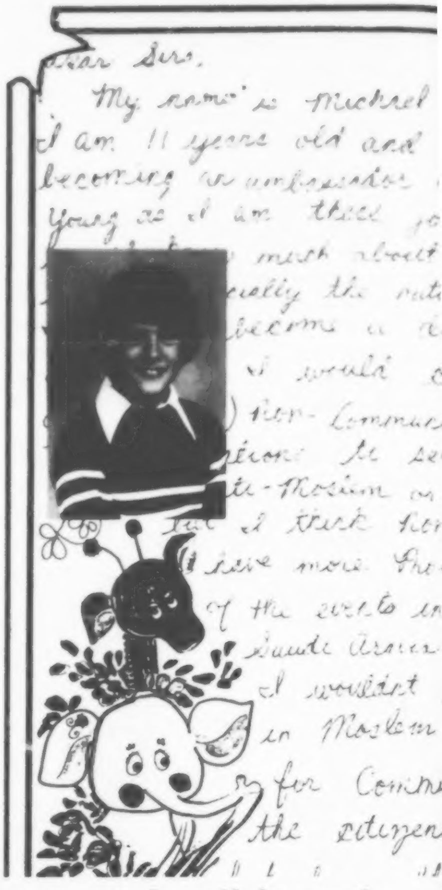
Sincerely yours,
MICHAEL GIAMMARINO

DEAR MICHAEL:

Thank you for your letter and for your interest in the Foreign Service of the United States of America. You write very well and you obviously have been keeping up with current events; I consider you a good prospect for those of us who are seeking to encourage young people to consider diplomatic careers. I do hope that you will sustain this ambition, and that you will stay in touch with us as you move ahead with your education. You asked for some information about the career of a diplomat and I am enclosing several items which I hope you'll find interesting.

You also ask that I tell you about "the nations (I) approve of." Like other Americans, we of the Foreign Service have our ideas about what we like and what we don't like. Remember, though, that our basic job is to represent the President of the United States and the people of the United States in dealings with all nations that have agreed with us to establish diplomatic relations. We sometimes have difficulties even with friendly nations, and part of the challenge of being a diplomat is to find ways to resolve differences of opinion, or to set them aside, so that countries may work together peacefully in the interest of their peoples.

If and when you do become a diplomat, you will not necessarily be able to choose nations to serve in; rather, you will be asked to serve in those places where your country will need you. As to the Communist and Moslem nations, the United States has always had—and continues to have—many good friends in these countries, and has never had any quarrel with their peoples. It would be your job—and, again, your challenge — as a diplomat to help widen that circle of friends and to try to win the understanding and the cooperation of their



Dear Sirs,
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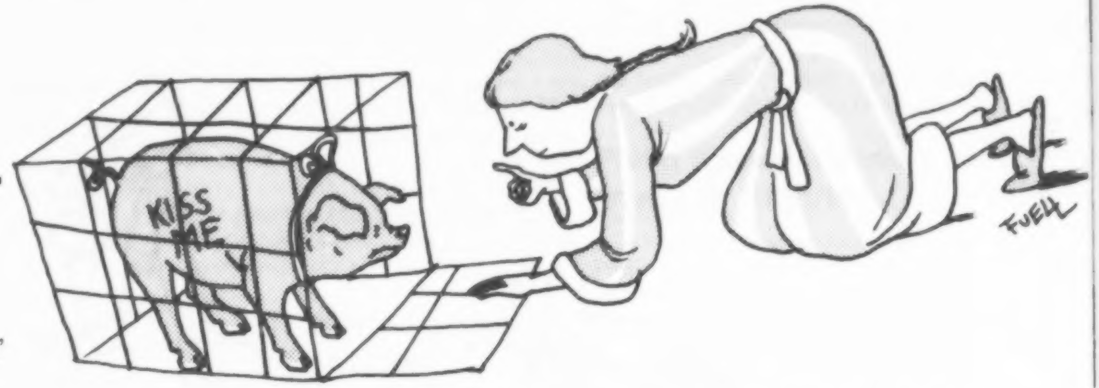
governments. I myself, for example, have served in the Soviet Union, Czechoslovakia and Romania, as well as in India, where there is a Moslem population.

I understand your wanting to become an ambassador because I have served as an ambassador myself. Still, you should know that not every Foreign Service officer becomes an ambassador. The President makes those decisions with the advice and consent of the Senate. You should know, though, that our work, whether ambassadorial or not, is demanding and can involve high risks, as you pointed out, and can be very satisfying in terms of serving the people of our country.

Again, I very much hope you keep your interest in the Foreign Service.

Sincerely,
HARRY G. BARNES JR.
Director General, Foreign Service

And this little piggy . . .



Subtitled: 'Life in the Foreign Service'

By Diane Maimone

She's been around, the author of this article. As a Foreign Service secretary, she had served in Tehran, Santiago and Canberra. But nothing prepared her for what happened in Belgrade.

BELGRADE—Tom Price, a political officer at the U.S. Embassy, and I gave a joint New Year's Eve party at my apartment. Around 35 people were invited, and of that number about half were Yugoslavs. In planning the party Tom and I wanted to do some traditional things to bring in the new year—one thing planned was the Spanish custom of eating 12 grapes; another was the Jewish custom of eating apples and honey. Of course, we wanted to do something Yugoslav, and several weeks before the party Tom had asked a friend of his, Bane Cetina, what the Yugosalvs do to bring in the new year. Bane said that most Yugoslavs have a suckling pig at midnight. He then very kindly offered to bring the pig.

Ms. Maimone

On New Year's Eve Bane and several of his friends arrived around 10 p.m. He came over to me and said that the pig was in Tom's apartment (we live in the same building), and that shortly after midnight he would go and get it. I asked if it was in the oven keeping warm and he said yes.

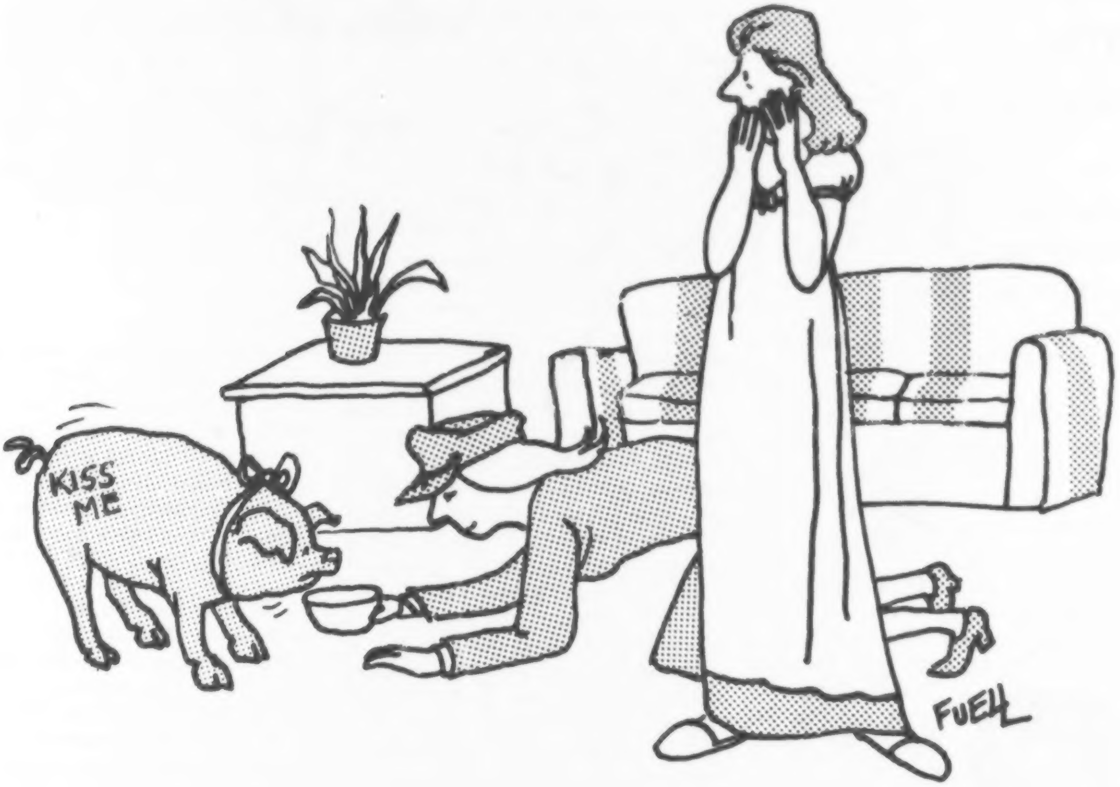
The party proceeded at a good pace. At five minutes to 12 we distributed the grapes, the apples and honey, and at 12 midnight the Americans sang "Auld Lang Syne." Bane came to me and said he would go and get the pig, so I quickly cleared a place on the table and went to the buffet to get out the forks—as I turned around, forks in hand, a six-week old suckling pig came running into the living room. With a big red bow tied around his neck. With "kiss me" printed on his hindquarter. Everyone was shocked—me most of all.

The pig was adorable. Cute and cuddly—everybody loved playing with him. After several hours one of the guests brought in a cat cage so Little Piggy could take a nap, and we put Little Piggy in the spare room. The darling little thing fell right off to sleep and the party continued.

The last guests left at 7:15 a.m. All was quiet. I was exhausted. I put some food away and flopped into bed around 7:30. The peace lasted for about two minutes—I heard these very strange noises (at first I thought it was someone moving furniture). The noise persisted, and suddenly was accompanied by unbelievably loud "squeals" and "oinks." I realized that Little Piggy had awoken from his nap. I went into the spare room and the pig was going berserk in the cage . . . . turning 'round and 'round in circles, squealing, oinking, biting at the cage. I didn't know what to do. I must admit that I was afraid of the pig (what do you expect from a city girl?). I called the Marine guard on duty, told him I had a crazed pig in my apartment. He suggested I call Sgt. Mary Columbus, another Marine guard, because Mary had been born and raised on a pig farm.

I called Mary and she came right away. She said the pig was frightened and confused and much too big for the cat cage, and that it was cruel to leave him there. She opened the cage . . . the pig ran out into the hallway and left a deposit there, then ran into the living room to leave some more. The pig licked a few ashtrays. Mary gave him some water and, as it went in one end, it came out the other (I've never seen anything like it). On the living room carpet, of course. Mary said the best thing to do was just let him loose and he will probably go to sleep. I couldn't stand the thought of him being loose in the apartment, so I agreed to put him in the bathroom. Mary left a bowl of water and some corn chips for him. Then Mary left.

I got back into bed. Then the noise began again. Only this time, much worse—crashes, banging and more squealing and oinking, and I could hear the little horror pawing the walls and trying to climb in and out of the bathtub. In the harsh light of day, the "cute little piggy" wasn't so G-D cute anymore—ugly, as a matter of fact, with beady little eyes and all pink and wrinkled. I just wanted the



dumb thing to go to sleep so that I could go to sleep. The crashes continued (the dumb animal was apparently playing with the waste basket and the scale and the water bowl and anything else he could get his grubby little feet on). I kept screaming at him to shut up. I kept getting out of bed and banging on the bathroom door and yelling like a maniac, hoping to scare him into shutting up. He wouldn't shut up. Much as I was afraid to, I went into the bathroom. He had thrown up cigarette butts. He had again relieved himself, and not just his kidneys. It was disgusting. The smell, mixed with soggy corn chips, was appalling.

I ran to the phone and called Mary again. She came right away. I told Mary that even if it is cruel we must put the pig back in the cage. I must get some sleep. I hated that ugly pig so much I could hardly talk. We—no, SHE—put the pig in the cage. She made the pig drink some Tequila and some Slivovitz (a very potent Yugoslav plum brandy). The pig lapped it up, and it took its effect. Mary, bless her heart, cleaned out most of the mess on the bathroom floor and in the bathtub. Mary left.

I called Bane (who was fast asleep, naturally) and told him he must come and get the pig. I fell into bed at about 10 a.m. The phone rang at 11. Bane asked if there weren't some Yugoslavs working in the compound who might like to have the pig. I got dressed, went to ask the local guard if he would like a pig. He said he wouldn't know what to do with it. It was New Year's Day, and there was no one else around. I knew that none of the Americans would want the pig.

I called Bane again and said he must come and take the pig, and he began working on finding someone who wanted it.

Bane came late in the afternoon. He was very apologetic. I said I could take a joke, and that it was indeed very, very funny the night before. I even offered him a beer. He said that his friend's father was willing to take the pig. I didn't ask what his friend's father was planning to do with the pig. Bane and the pig finally left.

HAPPY NEW YEAR! ■

APPOINTMENTS

Ronald Spiers heads intelligence bureau

Ronald I. Spiers, ambassador to Turkey since 1977, is the new director of the Bureau of Intelligence and Research. He succeeds William G. Bowdler.

Mr. Spiers

Mr. Spiers was a foreign affairs officer with the Atomic Energy Commission, 1950–54, and then joined the Department as a foreign affairs officer in the Office of UN Political Affairs. From 1957 to 1960 he was in charge of disarmament affairs at State, and from 1960 to 1962 he was director, Office of Political Affairs, Arms Control and Disarmament Agency. He later held assignments as deputy director, then director, of State's Office of Atlantic Political-Military Affairs, 1962-66, and counselor for political-military affairs, London, 1966-69. In 1969 he was appointed deputy assistant secretary for politico-military affairs. Later that year he became first director of the newly-established Bureau of Politico-Military Affairs.

Mr. Spiers was appointed the first U.S. ambassador to the Commonwealth of the Bahamas in 1973. The following year he was assigned as minister in the embassy in London, where he later served as chargé d'affaires for an extended period. In May 1977 he was appointed envoy to Ankara. He also was the U.S. representative on the Central Treaty Organization's council of deputies, in Ankara. Promoted to the rank of career minister in the Foreign Service, also in 1977, Mr. Spiers has been a member of many delegations to the UN and NATO. He has also participated in negotiations on arms control, including the nuclear test ban talks and SALT.

Born in Orange, N.J., on July 9, 1925, he received a bachelor's from Dartmouth in 1948, and a master's in public affairs from Princeton in 1950. During World War II he served as a lieutenant, junior grade, in the Navy—in both the Atlantic and Pacific theaters. Mr. Spiers is married to the former Patience Baker; they have three daughters and a son.

Robert White headed for El Salvador

Robert E. White, since 1977 the ambassador to Paraguay, is slated to be the new envoy to El Salvador, the White House said. Mr. White would succeed Frank J. Devine.

Mr. White

Mr. White joined the Foreign Service in 1955. He served as an international economist, foreign affairs officer, and as an information specialist in the Department, 1955-58, and then was assigned as vice consul in Hong Kong. He later was economic officer in Ottawa, 1959-61; foreign affairs officer in the Department, 1961-63; deputy principal officer in Guayaquil, 1963-65; and chief of the political section in Tegucigalpa, 1965-68.

The following year he was on detail to the Peace Corps—as deputy regional director for Latin America. He then became regional director, 1969-70. In recent years Mr. White held assignments as deputy chief of mission, Managua, 1970-72, and Bogota, 1972-75; and deputy U.S. permanent representative to the Organization of American States, in Washington, 1975-77.

Born in Stoneham, Mass., on September 21, 1926, Mr. White received a bachelor's from St. Michael's College in 1952, and a master's from the Fletcher School of Law and Diplomacy in 1954. He also holds an honorary doctorate from St. Michael's. He served in the Navy during World War II. He is married to the former Mary Anne Cahill; they have three daughters and two sons.

Philip Kaiser named envoy to Austria

President Carter has nominated Philip Mayer Kaiser as the new U.S. ambassador to Austria. Mr. Kaiser, a former deputy chief of mission in London, and envoy to Hungary since 1977, would succeed Milton A. Wolf.

Mr. Kaiser

Mr. Kaiser's Government career goes back to 1939, when he was appointed an economist with the board of governors of the Federal Reserve System, in Washington. In 1942 he became chief of the project operations staff, Board of Economic Warfare and, from 1944 to 1946, he was chief of the planning staff, Foreign Economic Administration. From 1946 to 1954 he served in the Department of Labor—as executive assistant to the assistant secretary for international affairs, 1946; director, Office of International Affairs, 1947-49; and assistant secretary for international affairs, 1949-53. The following year he was named adviser, Free Europe Committee, in New York. Mr. Kaiser was special assistant to the governor of New York, 1955-58. He was ambassador to the Republic of Senegal and the Islamic Republic of Mauritania, 1961-64, and minister to the United Kingdom, 1964-69.

Mr. Kaiser also held many positions in education and business. A professor of international relations at American University, Washington, 1958-61, he later became chairman and managing director, Encyclopaedia Britannica International, Ltd., in London, 1969-75; consultant to the Satra Corp., New York, 1973-77, and Guinness Mahon Representation Co., Inc., New York City, 1975-77; and director, Guinness Mahon Holdings

Ltd., London, 1975-77.

The ambassador has written on Woodrow Wilson, and on problems in international relations. He is a member of the Association of American Rhodes Scholars, New York; the Brooks's Club, London; the Council on Foreign Relations; the National Democratic Club; the Pilgrims Society, London; and the Queen's (Tennis) Club, London.

Born in Brooklyn on July 12, 1913, he received a bachelor's, with highest honors, from the University of Wisconsin in 1935. He also received both bachelor's and master's degrees from Balliol College, Oxford, where he was a Rhodes scholar in 1939. Mr. Kaiser is married to the former Hannah Greeley; they have three sons.

Bergold is choice for Budapest post

Harry E. Bergold Jr., a Foreign Service officer serving as assistant secretary for international affairs in the Department of Energy, is slated to be the new U.S. ambassador to Hungary. He would succeed Philip M. Kaiser.

Mr. Bergold

Mr. Bergold joined the Foreign Service in 1957, and was assigned as an international economist in the Department. He later was economic officer in Tegucigalpa, 1959-61, and San Pedro Sula, Honduras, 1961-62; political officer in Mexico City, 1962-64; and international relations officer and, later, foreign affairs officer in Washington, 1964-67. After tours as political officer in Madrid, 1967-72, and Panama, 1971, he became deputy assistant secretary of defense for European and NATO affairs—on detail to the Department of Defense. The following year he became principal deputy assistant secretary of defense for legislative affairs—still on detail from State. In 1977 Mr. Bergold was shifted to the Executive Office of the President and, later that year, to the Department of Energy.

Born in Olean, N.Y., on November 11, 1931, he received both bachelor's and master's degrees from Yale, in 1953 and 1957. From 1954 to 1956 he was in the Army. Mr. Bergold won the Department's Superior Honor Award in 1971. He is a member of the Council on Foreign Relations. He is married to the former Karlene Knieps.

Ambassador Weissman is headed for Bolivia

Marvin Weissman the U.S. ambassador to Costa Rica since 1977, is slated to be the new envoy to Bolivia, the White House has announced. He would succeed Paul H. Boeker.

Mr. Weissman

Mr. Weissman entered Government service in 1950 as an examiner with the Bureau of the Budget. From 1954 to 1955 he was public administration adviser to the International Cooperation Administration, a predecessor of AID, in Santiago, Chile. He was director of ICA's first Latin American regional conference on administrative management, in 1958, and then was named chief of the public administration division for ICA in Quito. He served as consultant on budget administration to the Peruvian finance ministry, in 1959, and as public administration adviser in Lima, 1961-62.

Mr. Weissman later was director of the Office for Institutional Development in the Department's Alliance for Progress. Then followed assignments as director of AID missions in Guatemala, 1963-67; Colombia, 1967-73; and Brazil, 1973-75. He became director of State's Office of Central American Affairs in 1975, serving there until his appointment to San Jose.

Earlier in his career he was a professor of public administration at the Catholic University of Chile, and an economic and financial consultant in Chile and Venezuela, 1955-58. Born in Cleveland on January 25, 1927, he received a bachelor's from the University of Chicago in 1948, and a master's in public administration from Syracuse's Maxwell Graduate School in 1953. He also was a graduate student at the University of Copenhagen, 1952-53. Mr. Weissman served in the Army, 1945-46. He won the William A. Jump Award (named for a former budget and finance officer of the Department of Agriculture) for public administration, in 1961; ICA's Meritorious Honor Award, also in 1961; and agency distinguished honor awards—in 1972 and 1978. Mr. Weissman is married to the former Marie E. Sundt; they have a son and two daughters.

Gordon is nominated for Mauritius post

President Carter has nominated Robert C. F. Gordon, since 1978 the Department's coordinator for the handicapped, as the new U.S. ambassador to Mauritius. He would succeed Samuel R. Gammon.

Mr. Gordon

Mr. Gordon joined the Department in 1950 as a foreign affairs analyst. He became a Foreign Service officer in 1955, and then was assigned as political officer in Baghdad. From 1959 to 1961 he held a similiar position in Khartoum, and from 1961 to 1963 he was a personnel officer in Washington. After study at the National War College, Mr. Gordon became deputy chief of mission in Dar es Salaam in 1964. The following year he was assigned as counselor for political-military affairs in Rome. After serving five years in the Italian capital Mr. Gordon returned to Washington as special assistant for welfare and grievances, Bureau of Personnel. He then returned to Italy—this time as consul general in Florence. Following his six-year tour there, he was again assigned to Washington.

Born in Montrose, Colo., on March 19, 1920, Mr. Gordon received a bachelor's in 1941 and a master's in 1949—both from the University of California at Berkeley.

From 1941 to 1946 he was with the Bethlehem Steel Corp., and from 1946 to 1948, with the Tri-Metals Corp. He then became a teaching fellow at the University of California. Mr. Gordon was awarded San Marino's Order of St. Agatha, rank of commander. He is married to the former Nancy Schettler; they have two daughters.

Staff changes in the Department

Mabel M. Smythe, former ambassador to Cameroon and Equatorial Guinea, has been named deputy assistant secretary for African affairs . . . **Stephen E. Palmer Jr.** is senior deputy assistant secretary in the Bureau of Human Rights and Humanitarian Affairs . . . **Gordon S. Brown** is the new director of the Office of International Economic Policy, Bureau of International Organization Affairs . . . **John J. Maresca** has been named director of the Office of Western European Affairs, Bureau of European Affairs.

In the Bureau of East Asian and Pacific Affairs, **Michael Armacost** has been designated senior deputy assistant secretary, with responsibility for northeast Asia affairs. **John Negroponte** has been designated deputy assistant secretary for Southeast Asia affairs. A separate Office Directorate for Thailand Affairs has been established. The acting office director is **Paul Cleveland,** supported by country officers **Thomas L. Robinson** and **Terry Otis.**

Scholarship board

President Carter has appointed four persons to the Board of Foreign Scholarships, for terms expiring in September 1982. They are Lia Triff Belli of San Francisco, who is active in civic and community affairs; Beverly May Carl, professor at Southern Methodist University Law School; Kenneth F. C. Char, vice chairman of Aloha Airlines, in Honolulu; and Samuel R. Spencer Jr., president of Davidson College in North Carolina.

Foreign aid post for Erb

President Carter has nominated Guy Feliz Erb, of San Francisco, to be deputy director of the International Development Cooperation Agency. A former Foreign Service officer, Mr. Erb has been on the National Security Council staff since 1977 and, recently, has been the staff member in charge of U.S.-Mexican relations.

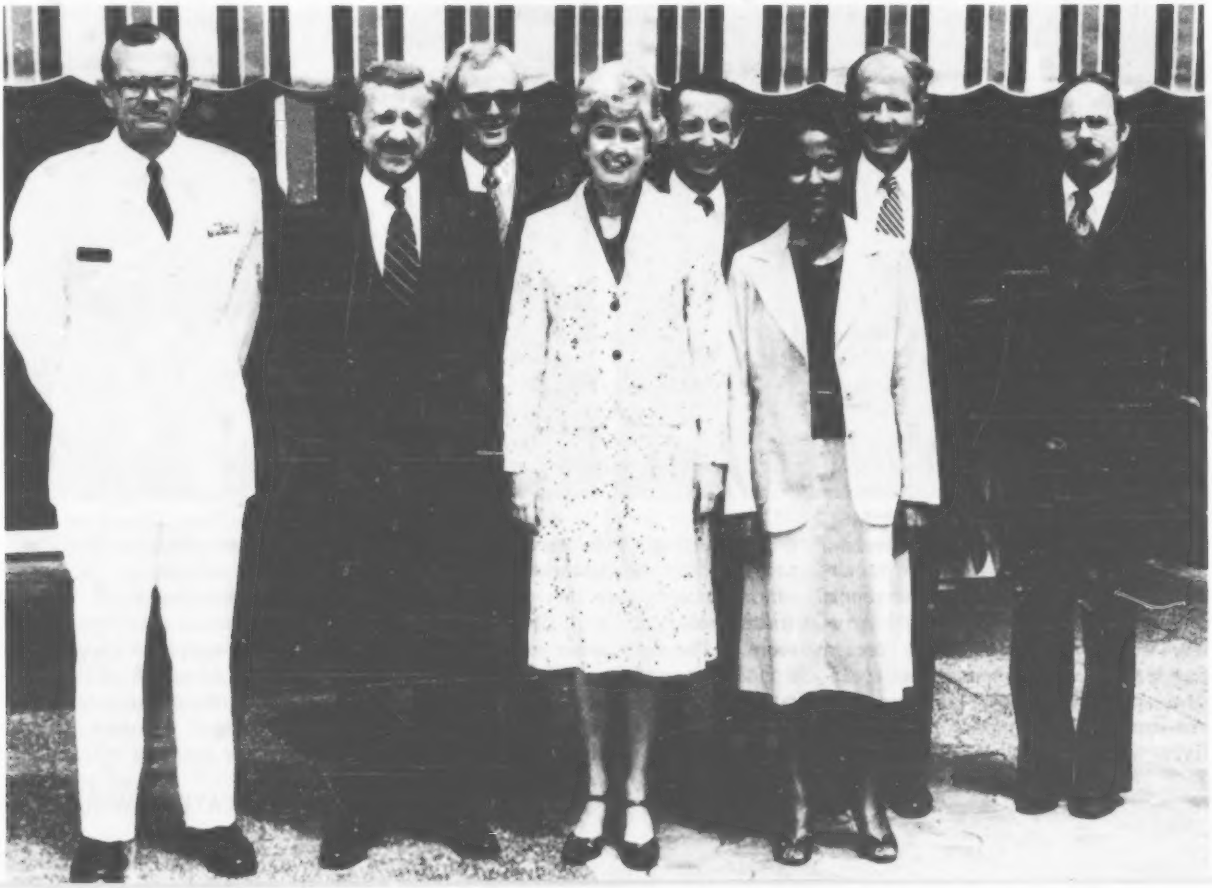
Hawaiian gets ICA post

President Carter has nominated Mary G.F. Bitterman, Hawaii Public Broadcasting Authority executive since 1974, to be an associate director of ICA. She would succeed R. Peter Straus, who has resigned. Her area of responsibility would be broadcasting.

Loy gets envoy rank

President Carter has accorded the personal rank of ambassador to Frank E. Loy, deputy U.S. coordinator for refugee affairs. ■

ABIDJAN—Following her presentation of credentials as envoy to the Ivory Coast, *Nancy V. Rawls* poses with the U.S. country team. From left: Lt. Col. *Ronald Sprague*, defense attache; *Gerald Friedman*, deputy chief of mission; *Joseph Kemper*, joint administrative officer; Ambassador Rawls; *Gordon Evans*, regional economic development services officer; *Alyce Hill*, director, Peace Corps; *Bruce Duncombe*, economic counselor; *James Haley*, public affairs.



EQUAL EMPLOYMENT OPPORTUNITY

State steps up its efforts on affirmative action

Vance endorses most proposals of panel headed by Habib

Mr. Vance

Mr. Habib

THE DEPARTMENT has entered a new phase of its affirmative action efforts with release of the report of the Committee to Review Recruitment and Examination for the Foreign Service. Secretary Vance has "personally endorsed and commended" the report, news media representatives were told at the February 20 press briefing. "He specifically approved 55 of the committee's 63 recommendations for implementation, without change," said the announcement. "The eight other recommendations were modified. The implementation process has begun on a priority basis."

Members of the special panel, headed by Ambassador Philip C. Habib, senior adviser to the Secretary, were concerned with how to make the Service, at all levels, representative of American society. They examined these elements of the problem: (1) recruitment procedures and related activities; (2) the written examination for entering officers; (3)

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the Affirmative Action Junior Officer Program; (4) the Assessment Center; and (5) the Affirmative Action Mid-Level Entry Program.

Recruitment

The committee called for greater management attention to the recruitment and examination process, characterizing the resources now devoted to recruitment as inadequate. It recommended consolidation of recruitment efforts in a single office under senior management that would have access to top officials of the Department. The report said: "We must increase the number of staff devoted to recruitment and engage the widest possible selection of Foreign Service officers in our recruitment efforts. We must acquire the capability to do systematic research to identify and vigorously pursue potential sources of minority recruitment and to evaluate our efforts on a continuing basis. We must produce materials which portray the Foreign Service as an attractive career for members of minority groups. We must train recruiters to do a better job and we must make the entry process more inviting."

Written examination

The committee saw the written examination as serving to provide a large pool of qualified candidates for ICA and the Department. It said it supported the longer-term objective of making the examination the principal, if not exclusive, route for candidates entering the Service at the junior level. It added that another purpose of the examination is to screen the candidates seeking employment, shrinking the pool to a number that can be examined in the Assessment Center. The "passing" score, the panel observed, is not absolute, but is set each year according to the number of people who can be examined at the center (or, formerly, in the oral examination). This procedure was seen as having worked well in providing a large pool of qualified non-minority candidates, but as having tended to exclude a large number of well-qualified minority candidates who typically fall just below the cutoff line. The committee recommended adoption of a system of differential scoring, under which minority candidates would be entitled to "bonus points" in the scoring of the written examination.

After extensive staff consideration of alternative methods of addressing this recommendation, the Secretary decided not to adopt an arrangement based on a differential scoring system. Instead, a single passing score is being retained, but the "cut score" is being set to permit a larger number of candidates to pass. The larger pool thus created for further screening includes significantly more minority candidates than in previous years. From this larger pool, all minority candidates and the top two-thirds of non-minority candidates are being invited for further assessment.

Habib panel members

Members of the Committee to Review Recruitment and Examination for the Foreign Service, in addition to Ambassador Philip C. Habib, chairman, are:

- Diego Asencio, ambassador to Colombia.
- Charles Baquet, director of operations, Office of Operations, Bureau of Administration.
- Paul Boeker, ambassador to Bolivia.
- John Clyne, deputy chief, ICA Office of Personnel Services.
- Jane Coon, deputy assistant secretary, Bureau of Near Eastern and South Asian Affairs.
- Walter Cutler, deputy assistant secretary, Bureau of Congressional Relations.
- Ann Darbyshire, political-military officer, Bureau of Politico-Military Affairs.
- Charles W. Freeman Jr., director, Office of People's Republic of China and Mongolia Affairs.
- Gabriel Guerra-Mondragon, staff officer, Executive Secretariat.
- Ishmael Lara, detail, Indianapolis District Office, Department of Commerce.
- George Moose, detail, international affairs fellow, Council on Foreign Relations.
- Ambassador Ronald Palmer, deputy assistant secretary, Bureau of Personnel.
- Joyce Smith, assignments officer, Bureau of Personnel.

Junior officer program

Since 1967, minority group members with a bachelor's degree have not been required to take the written examination. Some do so, while others are recruited directly. They are then examined at the Assessment Center. If they pass and meet all other required standards, they can be appointed at the entering grades, with review later for commissioning and tenure. Over time, an increasing number of minority applicants have taken the written examination, with an increasing number scoring well. It has proved to be generally true that high scores on the written exam are a good predictor of success in the entire selection process, the committee said. It concluded that the written examination does test basic skills and areas of knowledge important to success in the Foreign Service, and that the increased use of this exam could lead to a better screening of minority candidates, to assure high retention through the commissioning and tenure process.

Assessment Center

The committee concluded that the Assessment Center concept should be retained, while recommending a number of changes in its content. The assessment comprises an all-day series of exercises for groups of up to six candidates, assessed by a panel of three examiners. The assessment includes an in-basket exercise, an interview, a written essay, an oral presentation and a group exercise. While endorsing the concept as an advance over the previous "three-on-one" oral examination, the committee recommended a number of improvements, including modification of the in-basket test to simplify it and remove it from an artificial Foreign Service setting; participation of more than one of the assessors in the individual oral interview of each candidate; revision of the subject matter for the group exercise, to avoid giving undue advantage to candidates with previous overseas experience; and steps to put candidates at their ease upon arrival, to inform them about the nature and content of the Assessment

Center, and to put them in a frame of mind to encourage their best possible performance during the grueling eight-hour process. The committee also urged that examiners be carefully selected and trained for this function, and that their tours as examiners be sufficiently long to achieve maximum effectiveness.

Mid-level program

This program has not achieved its goal of assuring a flow of well-qualified minority and women officers into the middle grades of the Service, the committee said. It acknowledged that steps taken in recent months offered promise of improved performance of this program; the panel encouraged continuation and intensification of these efforts, plus emphasis on carefully focused recruitment, expansion of eligibility to include State Department GS and FSR/RU employees, expeditious processing of applications, and more careful tailoring of examination procedures for mid-level applicants. For the longer term, however, the committee said the goal should be to phase out the mid-level program in favor of minority and women entries at the junior levels. This phasing out, it said, can be accomplished as the expanded number of minority and women officers entering at the bottom move up the ladder and provide adequate representation in the middle grades.

Questions and answers on Habib Committee report

Q. Why was the Habib Committee set up?

A. It was established: (1) to consider whether existing entry requirements and procedures for new officers meet the needs of the Foreign Service and accord equal opportunity for all, and (2) to recommend changes in the requirements and procedures as deemed desirable or necessary.

Q. What minority groups are included in the Department's EEO programs?

A. The Department follows the standard, Government-wide race and ethnic classifications established by the Office of Personnel Management, the Office of Management and Budget and the Equal Employment Opportunity Commission, under the authority of 5 U.S.C. 7201. The basic minority group categories are (1) black; (2) Hispanic; (3) native American (American Indian); and (4) Asian-Pacific American.

Q. What is the present system for recruiting minority members and women?

A. The Department established an affirmative action, entry-level hiring program in 1967. To date about 250 minority junior officers have been hired through this program, about 100 of them during the past three years. In addition, 52 minority group members and women have been hired through the mid-level affirmative action program in Grades 5, 4 and 3, since 1975. The Department emphasizes opportunities for members of minority groups and women in its regular recruitment program for Foreign Service officers. All female junior Foreign Service officers are appointed through this process. The number of minority applicants taking and passing the written examination, however, has not provided an adequate pool to permit us to meet affirmative action goals through this method alone. Since 1967, therefore, we have recruited minorities through the junior officer program, substituting a review of the college transcript leading to an undergraduate degree and other intellectual attainments and relevant work experience for the examination. Successful junior officer program candidates and written examination candidates are further assessed in an all-day procedure which includes written, oral and group exercises. Those who achieve passing scores in the assessment are eligible for further processing, which consists of security investigation, medical examination and final review. The mid-level program recruits women as well as minority group members. The examination includes three phases: (1) Initial review to determine that the applicant meets the minimum qualifications of age, citizenship and experience to compete in the program. (2) A detailed review by a qualifications evaluation panel of the background and qualifications, to ascertain whether the candidate possesses the functional skills needed in the Foreign Service. (3) A comprehensive oral examination by a three-member Board of Examiners panel of those candidates judged to have the background and qualifications necessary for a successful career in the Foreign Service. Those who pass this 90-minute examination are then subjected to security investigation, medical examination and final review by a suitability panel. Candidates who pass all elements of the examination are then offered appointment at the middle grades of the Foreign Service (FSR-5, 4 and 3).

Q. How many women and minorities are in the FSO corps? How are they distributed by rank?

A. As of December 31, 1979, there were 344 women Foreign Service officers (10.1% of the total) and 164 minority Foreign Service officers (5.1% of the total). This picture is modified by the fact that, starting in January 1979, all new minority officers have been included in the Career Candidate Program. Thus, like new non-minority officers, they have been appointed as FSRs rather than FSOs. So the total of 164 minority FSOs has been effectively increased by 46. Women are in 2.9%, and minorities in 3.1%, of the senior-level positions in the Foreign Service corps (FSO-2 and above); women are in 9.2%, and minorities in 6.3%, of middle-level positions (FSO 3-5); women are in 20.2%, and minorities in 3.0% of junior-level positions (FSO 6-8).

Q. Why is the Department's recruitment program being expanded?

A. The Department has had no difficulty in attracting sufficient numbers of non-minority candidates to take the written entrance examination. Last December, for instance, some 10,000 non-minority men and women took the exam. Of these, the Department expects to hire not more than 150 to meet its personnel needs. So the pool of these candidates is quite ample. The situation with respect to minority candidates has been and continues to be the opposite. Minority exam-takers have averaged around 1,300 for the past several years. On the average, only about 5.5% of them, or some 75 a year, have passed the exam. Of this number, only a few are eventually hired. The majority either decide to withdraw their candidacy or are screened out at one point or another in the subsequent examination process. The result is that the starting pool of 1,300–1,400 minority exam-takers has consistently proved inadequate to enable the Department to meet its annual hiring goal for minority junior officers. Hence, we have continued to operate an affirmative action hiring program. But in keeping with the thrust of the Habib Committee report, we intend to put greater emphasis on the written exam as the principal means for building up the number of minority FSOs. This will entail an expanded and more sharply-focused recruitment program aimed specifically at attracting minorities and women.

Q. What is the significance of the elimination of the second lateral entry examination for affirmative action career candidates?

A. The Department feels that commissioning and tenure boards should have the sole responsibility for determining whether officer candidates under the regular junior intake and affirmative action programs qualify for status as FSOs. Such boards make their determination on the record of work performance over at least three years' time, which includes annual evaluation reports by supervisors. This procedure will provide a more accurate method of evaluation than the previous second lateral entry oral exam, which by its nature tested principally oral expression skills, which are only one of the many attributes needed for successful Foreign Service performance.

Q. When does the Department intend to phase down the mid-level affirmative action program?

A. The purpose of this program is to increase the representation of minority and women FSOs at the mid- and senior levels. White males constitute 84.5% and 94.0% of all FSOs at those two levels, respectively. The obverse is that minority FSOs constitute only 3.1% of the senior officer group and 6.3% of the mid-level group of FSOs. The figures for women FSOs are 2.9% and 9.2%, respectively. As the promotable base of women and minority junior officers broadens, the promotion process will provide for an increasing number of minority and women FSOs at the mid-level and, eventually, the senior level. But this is a slow process. So the mid-level hiring program will continue to be an integral part of the Department's affirmative action program. It will be possible to begin to reduce the annual hiring goal at such time as there is a significant improvement in the number of minority and women mid-level officers.

Q. Has the new office of recruitment been organized?

A. The organization decision has been made. A new Office of Foreign Service Officer Recruitment is being established. The chief of that office will report directly to the director of the Office of Recruitment, Examination, and Employment. We are in the process of recruiting personnel to staff the new office.

Q. What resources have been made available for recruitment?

A. A total of 11 full-time positions and two part-time positions have been allocated to the Office of Recruitment, Examination and Employment. Five of these positions and one part-time position are being used to staff the Foreign Service Officer Recruitment Office. The remaining six positions are distributed among standards and requirements, the Registrar's Office and the Examination Division, to facilitate and accelerate examination and processing of candidates for appointment.

Q. Why haven't Department personnel previously been eligible for mid-career affirmative action lateral entry?

A. The mid-level affirmative action program was initially conceived and administered as an outside hire program, similar in many aspects to the pre-existing affirmative action junior officer program, which seeks candidates from the outside only. However, this has resulted in the anomalous situation where State's own employees could not compete for the mid-level program, while employees of other agencies, including AID and ICA, could compete. Since experienced State female and minority employees represent an additional and desirable source of well-qualified candidates for mid-level entry in the Foreign Service, the Habib Committee's recommendation is both equitable and practical.

'Black people . . . are becoming interested in foreign affairs'

Following is the text of an address by Congressman William H. Gray III (D.-Pa.), who spoke in the Department as part of the observance of Black History Month.

THANK YOU very, very much, Doug, for that introduction and to Ben Read, John Burroughs and to Pauline Johnson. It's an extreme pleasure for me to be here. There is only one problem. It is a problem that you have created. Doug told you that I am a Baptist minister and I continue to be senior preaching minister of the Bright Hope Baptist Church in Philadelphia, a church with a membership of about 3,000 members. I was told by my staff that I was to come and give a very erudite presentation for about 10 minutes on foreign policy and foreign affairs in the State Department, and then I walked into this hall and I heard that singing.

Now, all of you are in trouble because I think I may have dropped my congressional hat when I walked in the door and heard the beautiful songs that were coming forth, many of them rich with the heritage of black America and often sung in the black church. I started to think about preaching, particularly since last Sunday was the 70th anniversary of the Bright Hope Church. On those occasions we usually invite another minister to preach to provide some cross-fertilization. So I am a preacher who was deprived of the opportunity to preach on Sunday, and then I walk in here and hear all of this good spiritual music—the first thing I want to do is preach. But I promise not to do that.

Black History Month is a time when blacks and other Americans stop to pause and reflect upon the contributions of a group of people—a group of people who are unqiue in America. Unique not only in terms of their history but unique in terms of their experience in America, for they did not come as immigrants. They did not come voluntarily, but they came as slaves on the middle passage. They did not come with visions of starting a bright new life in a new world, running away from the poverty of Europe or the class system, but they came in chains. And thus their future in America was quite different from any other group that came to these shores.

It started out in slavery. A slavery that gripped this country for two centuries, and then finally we had a civil war. A war which was to abolish that institution. We found that after that war, we went back to a form of slavery, that form being economic and political and known as segregation. But yet people of good will, black and white, continued to struggle against segregation and discrimination until in the mid '50s people began to march, people began to openly challenge the system, and finally in the mid '60s the whole citadel of segregation came tumbling down. It came tumbling down with the passage of the Voting Rights Bill of 1965 and also the Public Accommodations Bill of 1964. It came tumbling down to a great extent because many Americans recognized that it was morally corrupt to segregate in our society. We failed to live up to the high ideals of our Declaration and our Bill of Rights, and also it came tumbling down because we began to feel the pressures from other countries around us. We began to seriously question what our commitment was in terms of their future and in terms of their interest because many of them were of the same color as black Americans.

Congressman Gray

But something happened in the late '60s and the early '70s. Although there were gains made, we saw a rash of blacks moving into areas they had never moved into before. Neighborhoods, titles, vice president of this, and moving up in the federal bureaucracy. We began to see them on television doing strange things, i.e., advertising soap suds, running through airports on their way to get a Hertz car. We started to see $6 million men dunking basketballs from Philadelphia, like Dr. J., and suddenly we felt that we were in the promised land, that things were all right, things were going to move on to ultimate equality. But we have seen over the last decade of the '70s that this is not the case. It is not true. At the same time, we have been hit with two other realities which we have not had any control over, and which seriously affect the quest for equal opportunity. One of those is the fact that we are entering an era of dwindling resources; an era of limitations when we no longer have the ability as a nation and as a people to do everything we want to do. John Kennedy said "let's put somebody on the moon" and sure enough we did. We no longer have the resources to be able to make those kinds of decisions and marshal all of those forces and do it. And that's staggering for the American psyche. Remembering that we were a city set upon a hill, remembering our destiny to move all the way across this continent, remembering our destiny of the 20th century to be the fortress of democracy, the light of the free world. And suddenly in the mid-1970s when someone tightened up the little valve and the oil stopped coming and suddenly we got cold and we recognized our vulnerability. At the same time that we came face to face with that reality, our economic limitations and our dwindling resources, we also faced another one, and that is the increasing economic and political interdependence of the world and nations of the world. We suddenly found ourselves at the mercy of nations that we never paid any attention to, and it just so happens that most of those nations were nations of color, and we didn't know how to deal with them. And so we ended up making one mistake after another. This is the reality that we face in the 1980s as we celebrate Black History Month.

It is (1) an era characterized by limitations; (2) a new world situation where we are confronted with the emerging aspirations of primarily Third World nations who now because of the extreme economic and political interdependence of the communities of the world have profound effects upon our policy and upon our domestic life. We look upon policy, and we cannot say that blacks have played a major role in American foreign policy, because of slavery, because of discrimination and segregation. Blacks were left out of the entire society. Then blacks began to infiltrate the institutions of American society. Yes, as we look back at foreign policy we see a few mountain peaks. We see a Ralph Bunche; we see an Andrew Young; we see a host of other black ambassadors. Beverly Carter out of Philadelphia, if you don't mind me getting in a commercial. But on the whole, blacks have not been a major part of this country's foreign policy. In fact, as we look even at blacks in the Foreign Service, there are 4.7%; and when we look at Foreign Service officers, it's 3.1%. That is part of the legacy of segregation and discrimination, and I suppose one of the things that is shaking up many in America, particularly those who are in the majority community who historically have had the role of setting foreign policy, is the fact that black people are becoming students of foreign affairs. They are becoming interested in foreign affairs. It goes back, I suppose, to a man named Martin Luther King Jr., who stood up in a church in upstate New York and made a speech not about civil rights, not about the problems of blacks domestically, for he had been fighting that battle. But he made a speech that shook up everyone in this country. It was a speech about foreign policy. Many of us remember it. It was about Viet-Nam, and he talked about that war and our policy toward that region and the immorality of that war and suddenly the voices came from the editorial pages of the New York Times as well as the Washington Post and many other papers. "Boy, why don't you stick to domestic issues like unemployment, like housing." But Martin Luther King understood the profound relationship of all peoples one to another, and that my future is somehow intertwined with your future, and that just as blacks and whites in America live in the same boat, if that boat goes down we all drown. In a real way Americans are in the boat of the world, living with many other nations with conflicting point of views. If we don't recognize our basic interrelatedness and try to deal with the establishment of lines of communications and policy that will keep that boat from sinking, then the whole world will drown.

I need not talk about the recent developments in 1979 and the renewed interest of the black community in foreign policy, which I think is basically good. In fact, it has been needed for a long, long time, because blacks have a role not only in American society domestically but also in its foreign policy, as we look at the problems we face across the world. We have a need for increased sensitivity so that we will be able to deal with Third World Nations. It is clear from the contributions that Andrew Young made, particularly in our African policy, that there is something unique about the black American experience that can provide a profound bridge to those who are struggling to find their destiny in a world from Africa and on to Asia. What I am simply saying to you is that on the one hand we have come a long way, but on the other hand barriers still exist, and as a member of the U.S. Congress and the Foreign Affairs Committee I will be proposing three amendments to the Foreign Service reform bill to ensure stronger safeguards and clear direction in the area of equal opportunity, with requirements for the Department to report to Congress so that we can move even further forward on the question of minorities participating in foreign policy at the highest possible levels. Not only minorities, but the same can be said of women that they too have not had a leadership role. But when we look to the future of black America and also the world, one of the things that distresses me is that in spite of the progress we have made, we still are not sensitized to certain kinds of issues, and maybe that's why my good friend and idol, Muhammad Ali, is having such a difficult time over in Africa. We send an athlete, a fighter, to do diplomatic work. He generates a lot of publicity and concern; but it is not surprising then that high government officials will not meet with him. We need to send our best diplomats as well as Muhammad Ali, so that we can support the President's policy with regard to the Olympic boycott, for it is insulting for us to send only a well-known athlete when we could also send on that same trip our very best diplomats. That kind of sensitivity must be developed. It must be developed because of the profound implications that it has for us here at home. We talk about Nigeria being the second largest supplier of imported oil. When we look at Algeria, when we look at Libya, when we look at all of the resources and minerals that are there in the continent that we need so desperately to keep the lights on here in the State Department, to keep it cool in the summer, and warm in the winter, we have to be more sensitive. I think one of the ways that we can do that is beginning to thrust very strongly in the '80s to make sure that those figures that I gave you, 4.7% and 3.1%, are changed very drastically. When we do that we will not only be serving minorities and women, black people, but we will be serving America, because we will be providing a resource to help us shape our foreign policy.

I believe that we can have optimism because we know that there are people here who are concerned about those issues. It will happen only if we will remember the words of a black leader who said over 100 years ago on the eve of the watershed of American history, the Civil War, when he spoke to an abolitionist group in upstate New York. He said: "If there is no struggle, there is no progress. Those who profess the favor of freedom, but yet deprecate agitation, are like those who want crops without plowing the ground, want rain without thunder and lightning." Those words were spoken by Frederick Douglass, and those must be the words that become ours as we face the decade of the '80s. We must struggle. We must struggle to husband our resources to provide the best possible life for all Americans. We must struggle to improve our relations with those nations that are emerging and who are saying that they want to have a word on the stage of world history. We must struggle to increase minority representation in these hallowed halls, representation that is sensitive to the needs not only of Europe, but of Africa, Asia and South America. When we do that, we will be able to lift our voices with new meaning and sing—sing a song full of the faith that the dark past has taught us. We will be able to sing a song full of the hope that the present has brought us, and facing the rising sun of our new day begun, we will be able to march on until victory is won. ■

EDUCATION AND TRAINING

You could be making diplomatic history

So tell it to the oral historian

BY JOHN J. HARTER

The author, a Foreign Service officer, is a writer and editor in the economic section of ICA's press service.

> "If the most interesting people you know would sit down one by one, and tell you their life stories, what a resource you could build for the scholars of tomorrow." *Allen Nevins.*
>
> "As men die, what memories they take to their graves, we will never know, and how totally they are lost." *Allen Nevins.*

MIDWAY through a correspondence course I was taking last fall, it dawned on me. I concluded that the missing link in modern diplomatic history, as it is known to the world, is the perspective of career diplomats.

By and large, the public's impressions of foreign affairs are derived from press and TV accounts that tend to be two-dimensional, in that they focus on highly visible developments, official statements and background briefings. These sources largely omit the behind-the-scenes deliberations and alternative options that preoccupy policy-makers and their advisers. But the fact is that foreign policy—and the attitudes of those who make decisions in crisis situations—also reflect information gleaned from telephone discussions, conversations at cocktail parties, statements at closed briefings and intelligence reports. The subsequent public statements are, at best, fragmentary, simplified and sanitized bits of truth. In this sense, the virtual exclusion from the historical record of what Foreign Service officers might be able to relate amounts to palpable distortions in the common knowledge.

Mr. Harter

Schedule of courses at Foreign Service Institute

Program	*Apr.*	*May*	*June*	*Length of course*
Administrative training				
Administrative Operations	28	26*	—	2 weeks
Personnel Laboratory	14	—	2	3 weeks
Budget and Financial Management	21	12	2,23	6 weeks
General Service Operations	—	—	9	4 weeks
		*3 weeks		
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Special Consular Services	Correspondence course			9 months
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Advanced Consular Course	—	12	—	3 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	7	—	—	2 weeks
Intelligence and Foreign Policy	—	—	2	4 days
Techniques of Negotiations	—	12	—	1 week
Political Analysis	28	—	—	2 weeks
Executive-Congressional Relations	—	—	9	1 week
Seminar on Terrorism	7,14,28	5,12,28	9,16,23, 30	1 day
Executive development				
Executive Performance Seminar (off-site)	27	—	—	5 days
Supervisory Studies Seminar (off-site)	13	—	1	5 days
Foreign Service Officer Orientation	Dates to be announced			5 weeks, 3 days
Orientation				
Foreign Service Secretarial Training	7	—	2	5 days
Departmental Clerical Orientation	14	12	16	5 days
Departmental Officer Orientation	15	—	9	2 days
Foreign Service Orientation	—	12	—	1 week
Equal employment opportunity				
Executive EEO Seminar	29	—	24	1 day
Clerical training				
Management Skills for Secretaries (off-site)	—	7	—	2 days
Beginning Stenography	—	6	—	60 hours
Intermediate Stenography	—	6	—	60 hours
The Art of Machine Transcription	As applicants warrant			3 hours
Beginning Typewriting	—	6	—	60 hours
Workshop in the Preparation of Travel Vouchers	25	16	20	3 hours
Communication skills				
Public Speaking	—	6	—	24 hours
Reading Development Skills I	14	—	—	20 hours
Reading Development Skills II	14	—	—	20 hours
Elementary English Skills	—	13	—	30 hours
Telephone Techniques	—	—	13	3 hours

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Program	*Apr.*	*May*	*June*	*Length of course*
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours
Effective Writing for Managers	7	—	—	16 hours
Effective Oral Communication for Managers	3	—	—	12 hours
Effective Writing in International Affairs	—	19	—	12 hours
Workshop for Foreign Service families				
Workshop for Foreign Service families	—	5	2	2 weeks
Career Counseling	21	—	—	4 days
Going Overseas	12	3	7	1 day
Community Skills	14	—	—	3 days

Area studies and language training

Area studies				
Africa, Sub Sahara	21	19	16	2 weeks
Western Europe	21	—	16	2 weeks
East Asia	—	19	16	2 weeks
Eastern Europe and USSR	—	19	16	2 weeks
Russian Familiarization	—	19*	—	6 weeks
Latin America	21	19	16	2 weeks
Near East and North Africa	21	19	16	2 weeks
Arabic Familiarization Course	—	19**	—	6 weeks
South Asia	21	—	16	2 weeks
Southeast Asia	21	19	16	2 weeks
Western European languages				
French	7	5	2,30	20 weeks
German	7	—	2	20 weeks
Italian	7	—	2	20 weeks
Portuguese	7	—	2	20 weeks
Spanish	7	5	2,30	20 weeks

*Two weeks of area studies followed by four weeks of Russian language instruction.
**Two weeks of area studies followed by four weeks of Arabic language instruction.

Our quiet but sometimes pivotal role remains largely unseen.

Most active and retired professionals could cite any number of significant observations and personal experiences that have left little, if any, trace in the archives that historians use. To illustrate, I would cite the following insights from my own Foreign Service assignments:

—In the mid-1950s, prominent U.S. officials saw South Africa principally in strategic and geographic terms, blinking their eyes at the growing tensions within that nation's rigid caste system.

—The anti-Allende crusade traced by the Senate's Church Committee back to the early 1960s really began in the 1950s, even before Chile's leftist leader acquired a significant political following or international reputation.

—U.S. policy toward the UN 20 years ago reflected a cross-current between those who perceived Third World development as a cardinal imperative and those who argued the need for more "security assistance" against Communist subversion in unstable societies.

As time goes by, fewer witnesses to these events survive, and the contributions they could make to public understanding of diplomatic successes and failures fade into oblivion. The recollections and opinions of former ambassadors, embassy counsellors, desk officers, and CIA station chiefs could not provide a definitive story about any aspect of the past. But a permanent record of what they could tell us would breathe a lot of life into surviving documents, and it just might guide future historians to discern previously hidden cause-and-effect patterns.

In fact, increasing numbers of historians—with ever sharper research tools—are probing the roots of current diplomatic issues, in the process questioning historic assumptions and the adequacy of existing sources. Five years ago, some 20 specialized societies were affiliated with the American Historical Association; today there are about 70 such bodies,* whose members are dissecting recent international developments with an intensity unprecedented in the history of history. These scholars exploit new techniques of scholarship derived from an array of academic disciplines. They focus on institutional constraints, bureaucratic dynamics and psychobiography. Many are becoming aware that staff analyses and recommendations—as well as public, congressional and editorial opinion—often determine the attitudes and actions of Presidents and Secretaries of State in crisis situations. They have found, in particular, that "oral history"—in the form of taped and transcribed interviews with creators and observers of events—adds new dimensions to history. Many are convinced that statesmen can guide nations more astutely if they are aware of the errors and pitfalls of their predecessors. They are interested in the environment, including motivations, that lay behind evolving events, as well as their results and implications.

Several recent books illustrate the power of oral history to make diplomatic history fuller, more interesting and more human. For example:

—George T. Mazuzan's account, "Warren R. Austin at the United Nations," borrows effectively from interviews with Mr. Austin's wife, son and former colleagues in showing the evolution of his attitudes toward collective security during the early cold war years.

—Ralph B. Levering, in "American Opinion and the Russian Alliance, 1939-1945," drew from oral history collections at Columbia and Princeton Universities—as well as his own interviews with George Kennan and others—to help document

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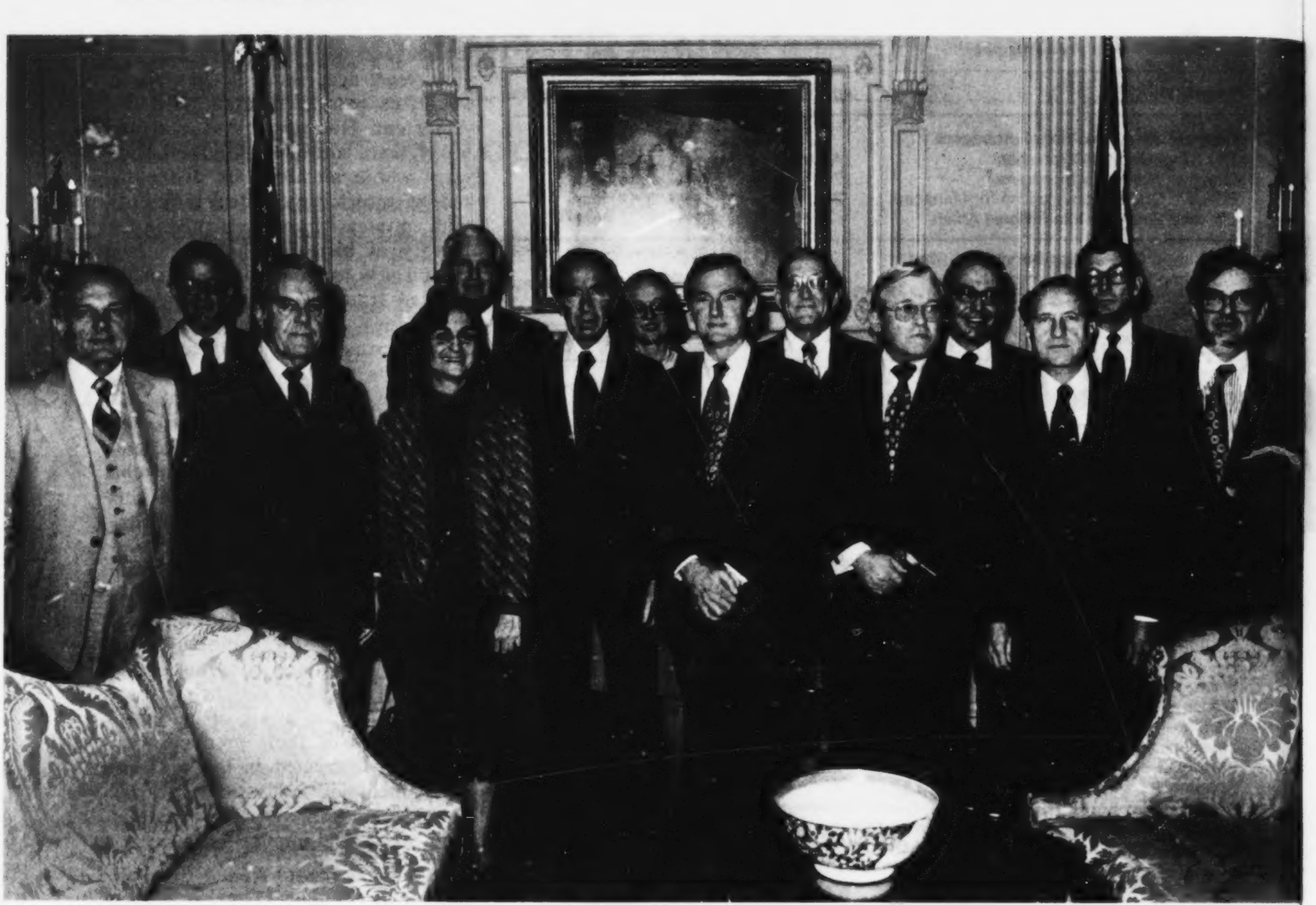
*Including the Air Force Historical Association, the Association for the Study of Nationalities, the Conference on Peace Research in History, the Economic History Association, the Society for Historians of American Foreign Relations, and the U.S. Committee on Military History, to name a few.



WASHINGTON—At recent meeting of the Overseas Schools Advisory Council, were, from left: *Eugene R. Lopez*, Pfizer International, Inc.; Under Secretary *Ben Read; A. Marvin Braverman*, chairman; *Nessa Loewenthal*, Bechtel Power Corp.; *John Collins*, IBM World Trade Corp.; Deputy Secretary *Warren Christopher; Alice Ilchman*, ICA; *John Meekin*, Chase Manhattan Bank; *William Marshall*, Union Carbide Corp.; *James Robinson*, Ruder & Finn, Inc.; *Edward Law*, IBM World Trade Corp.; *T. Todd Reboul*, RCA Corp.; *Charles D. Lothridge*, General Electric Co.; and Assistant Secretary *Thomas M. Tracy*.

changes in U.S. public opinion toward the Soviet Union during World War II.

—James R. Leutze injected unusual vividness into his "Bargaining for Supremacy! Anglo-American Naval Collaboration, 1937–1941," by incorporating anecdotes, direct quotations and lively descriptions of key encounters that surfaced during interviews with more than 40 individuals.

In fact, the State Department Historical Office has begun to interview knowledgeable individuals in compiling its monumental "Foreign Relations of the United States" series, which constitutes the official record of U.S. foreign policy. For example, the establishment of the State of Israel, as documented in its volume covering events that occurred in 1948 (published in 1976), was more fully explained—as a consequence of interviews and correspondence with Clark Clifford, Loy Henderson, Robert McClintock and Dean Rusk, who participated in the developments indicated—than otherwise would have been possible.

My correspondence course last fall and related reading assignments—stirring memories of my days as a history instructor at the University of Southern California, prior to my entering the Foreign Service—directed my thoughts to the gap between public knowledge and Foreign Service experience. For a course project, I interviewed State historian David F. Trask, CIA historian Jack Pfeiffer and several other individuals interested in post-World War II diplomatic history. All agreed that a scholarly record of the memories and views of mid-level State Department and CIA officers could add a lot to the existing record, particularly if mounted as an official Government program and integrated into the ongoing collation of relevant documents for the "Foreign Relations" series.

Mr. Trask told me he deplores the exclusion of most Foreign Service officers from existing oral history projects, particularly since he believes this is just the group that may well have the most valuable historical information. He said he expects to press for funds to meet this need, to the extent feasible. But, given competing priorities, he added, he does not realistically anticipate that the Historical Office can launch any considerable program of this type in the foreseeable future.

Mr. Pfeiffer believes some mid-level career intelligence officials could contribute to such a program—"theoretically"—notwithstanding their obligation, even after retirement, to protect intelligence sources and methods. CIA cooperation would obviously enrich any oral history program.

Certainly, for many other scholars pursuing the best possible evidence of the past, the tape recorder has proved an increasingly valuable resource, since Allen Nevins established a pioneering oral history program at Columbia University in 1948. Presidential libraries operated by the National Archives and some of the major private oral history centers, particularly the one at Columbia, have exploited this technique with imagination and striking success. They have added to the historical record the recollections of Presidential advisers and cabinet and subcabinet-level officials involved in central decisions.

Very large resources are invested in the documentation and analysis of military history. The Army's Center for Military History, for example, has a large and able staff of professional historians. As part of its program, Army War College students have interviewed many military and civilian personnel, particularly those with knowledge of the war in Viet-Nam. The Air Force, Navy and Marine Corps have comparable oral history programs and, in addition, the Office of the Historian attached to the Office of the Secretary of Defense has interviewed a number of persons who had impact upon Department of Defense history.

But little has been done to capture on tape what is known about, say, the history of the international economic system, about Foreign Service personnel policies or, generally, about the recollections of professional diplomats.

The Oral History Association, founded in 1966, now has more than 1,000 members. Its annual Oral History Review and quarterly Oral History Newsletter have attracted ever larger audiences. Courses for advanced degree credit on the creation of oral history are now offered at Columbia, the University of California, the University of North Carolina and Duke University. The history departments of many other universities—including Michigan State, North Texas State, and the University of Vermont—are seeking to alert scholars to effective techniques for tapping valid testimony to the past.

In short, a flood of tapes and transcripts have resulted from the oral history movement. And a computer-based oral history program sponsored by the New York Times has comprehensively indexed them, vastly extending the reach of scholars, novelists and amateurs of all stripes. But one would search through this index in vain for references to Foreign Service officers.

Most oral history projects are quite costly. One expert at the National Archives estimates that each taped hour of interviewing requires 20 hours of interviewer preparation, 11 hours of transcribing, 9 hours of proofreading, 3 hours of reading for final typing and 7 hours of final typing and proofreading—yielding 40 pages of double-spaced draft transcript and 16 pages of single-spaced final transcript. That approach is indeed expensive.

But techniques developed over the last six years in ICA for producing interview articles for the wireless file* may well point the way toward a much less expensive approach. The economic section of ICA's Press and Publications Service has found that one individual experienced in conducting interviews can, with limited expert advice, elicit valuable information suitable either for publication or for archival preservation. This approach might not be the best, but it could help to show the possibilities of oral history as a means of preserving some vital information within frugal limits. And it could pinpoint avenues that specialists might subsequently explore in greater detail.

Clearly the personal experiences of individual Foreign Service officers should not be the principal reason to rank priorities in any oral history project centering on the Foreign Service. Rather, such a program should be carefully integrated with more comprehensive and objective work, such as the publication of the "Foreign Relations" series. But one might consider pilot projects, to illustrate what might be done.

My wife, Mickie, now an intern in State's Diplomatic Reception Rooms, has suggested one subject for an initial experimental project to illustrate how such a program might work—the inception, development and use of the rooms. This would focus on a non-controversial theme with clear public relations value for the State Department.

Another possible project would be an oral history program to show the impact of people-to-people programs and Government media operations overseas over the past quarter century. James A. Donovan Jr., now at ICA, has already conducted some 25 interviews, in an attempt to fill gaps in the documented history of U.S. international educational and cultural relations programs. These could be integrated into a formal program, especially if ICA should choose, in due course, to establish a Historical Office.

Obviously, even the most adroit and incisive interviewer, armed with a tape recorder, with full access to key actors on the stage of history, cannot fill in all the gaps in the historical record. Oral history can only add individual recollections, filtered by time, and sometimes skewed by knowledge of subsequent developments. Still, those missing links might be very helpful to future generations of historians trying to comprehend why the United States, as a nation, behaved as it did at critical points along the way.

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*A collection of these interviews on Third World development has been published and distributed overseas by ICA, under the title "Views on Global Economic Development."

'Effective Writing in International Affairs'

The Foreign Service Institute will offer a course on "Effective Writing in International Affairs," May 19, 21, 23, 28, 30 and June 3, from 10 a.m. to noon, in Room 204, SA-3. The course is open to employees in grades FSO-2 through 6, or the equivalents. It will cover practical writing and special problems pertinent to economic and technical subjects. In addition to the 12 hours of group sessions, each participant will have a one-half-hour private consultation with the instructor.

Applicants should submit several samples of their writing—at least five pages—as well as a Form DS-755, to: Registrar's Office, M/FSI, Room 100, SA-3, no later than May 5.

'Oral Communication for Managers'

The Foreign Service Institute will offer a 12-hour seminar on the physical and psychological techniques employed in effective oral communication, April 3, 8, 16 and 17, from 9 a.m. to noon, in Room 204, SA-3. The course is open to employees in grades FS-6 and above, or the equivalents, and will offer practice in evaluating speech presentation, appearing on television and radio, efficiency in oral communication, and handling question-and-answer periods.

Enrollment is limited to 12 participants on a first-come, first-served basis. Applicants should send a completed Form DS-755 to Registrar's Office, M/FSI, Room 100, SA-3, no later than two weeks prior to the beginning of the course.

Foreign affairs evening courses

Eight-week evening courses in foreign affairs are being offered, starting April 14, by the Institute for Policy Studies, 1901 Q Street N.W., Washington, DC. 20009. Paul Warnke and Senator Mark Hatfield (R.-Ore.) are to be among the lecturers in a course entitled "Estates of Governing: Diplomacy, Lobbying and Legislating."

WARSAW—Eleven Foreign Service wives, enrolled in an intensive language course, venture into a Polish market to learn the words for the many varieties of mushrooms found here. From left: *Marian Sinnicki*, instructor *Jerzy Bartkiewicz*, *Ingrid Rose*, *Melissa Herman*, unidentified shopper, and *Joanne Radeker*.

Some other course titles are "Progressive Economic Strategies in the '80's," "Euro-Communism: History, Theory and Experiences," "The Soviet Threat," "Foreign Reporting," "Cultural Ferment in Latin America," "The International Economic Order" and "The Islamic Revolution: Past and Present."

Tuition is $125. For information, telephone Lynn Liotta, (202) 234-9382.

Defense Dept. offers computer courses

The Department of Defense Computer Institute is offering orientation courses on digital computer systems at the institute building, 9th and N Streets, N.W. The following courses are available:

Automated Information Systems Management for Senior Executives (one week, FSO/FSR-2, GS-16 and above): March 31-April 4 and May 19-23.

Automated Information Systems Management for Intermediate Executives (two weeks, FSO/FSR-5, GS-12, FSS-3 and above): March 24-April 4, April 14-25, May 5-16, June 9-20, July 14-25, August 11-22, September 8-19.

Information System Analysis and Design (one week, FSO/FSR-7, GS-9, FSS-5 and above): May 5-9, June 9-13, July 14-18, August 4-8, September 22-26.

Managing Computer System Security (one week, FSO/FSR-7, GS-9 and above): April 7-11, May 19-23, June 16-20, July 28-August 1, August 25-29.

Privacy Act and Information Systems (three days, FSO/FSR-7, GS-9, FSS-5 and above): May 28-30, June 30-July 2, September 3-5.

For information, contact the Extension Studies Program at the Foreign Service Institute, 235-8764.

Advanced writing course

"Effective Writing for Managers," an advanced writing course, will be offered by the Foreign Service Institute, April 7-30, on Mondays and Wednesdays, 10 a.m. to noon, in Room 204, SA-3. The course is open on a first-come, first-served basis to all employees of the Department in grades GS-10 or above, or the equivalents. It is aimed at first and second-line managers whose responsibilities include drafting correspondence, briefing and research reports, evaluations and other papers. ■

DIPLO-CROSTIC No. 3

By Carol Becker
Department of State Library

IRECTIONS

To solve this puzzle, write the *ORDS* that you can guess from e *DEFINITIONS* in the numbered anks provided, and then transfer e letters to the corresponding mbered squares in the diagram. orking back and forth, a quotaon will appear in the diagram ading from left to right. When all e *WORDS* have been filled in, the thor and title of the book from hich the quote was taken will apear as the first letter of each *ORD* reading down. The solution ill be published in next month's **EWSLETTER**. (Ms. Becker's Diplo-Crostic No.2" appeared the January issue; the soluon was in the February **EWSLETTER.**)

1C	2T	■	3A	4O	5E	6G	7Q	■	8K	9D	■	10H	11G	12F	■	13B	14K
15R	16I	17A	18J	19G	■	20Y	21L	22J	23U	24B	25O	26S	27Y	28Q	29N	30P	31T
■	32E	33X	34A	■	35P	36F	37N	38V	39D	40G	41O	■	42M	43V	44Y	45J	■
46H	47O	48J	49T	■	50M	51Y	52J	■	53O	54H	55P	56M	57D	58Q	59U	60T	■
61W	62Q	63L	■	64Q	65A	66M	67C	68S	69B	70G	■	71O	72U	73T	74W	75P	76V
77O	■	78Q	79U	80T	■	81C	82I	■	83Q	84G	85X	86P	87W	88V	89C	90R	91J
92T	■	93B	94P	95N	96Q	97E	■	98G	99H	100O	101X	102T	103D	104A	■	105G	■
106R	107M	108H	109T	110B	111W	■	112O	113G	114U	115Q	116I	117A	118M	■	119V	■	120W
121U	122Y	123L	124V	125J	126A	127C	■	128S	129K	130J	131O	132N	■	133F	134D	■	135F
136T	137U	■	138H	139B	140U	141C	142A	143P	144B	145Q	146V	■	147X	148E	■	149T	150U
151P	152K	153N	■	154I	155T	156S	157B	158O	159C	160D	■	161L	162W	163M	164A	165T	166Q
167E	168U	■	169C	170U	■	171R	172F	■	173S	■	174F	175K	176V	177D	178Y	179G	180T
181A	182F	■	183V	184C	185Q	186E	187M	188U	189X	■	190K	191A	192Q	193L	194I	195H	196O
197M	198P	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

EFINITIONS	WORDS
(See Word L)	104 65 181 191 117 34 126 142 17 164 3
An elegant entrée from Italy	110 157 69 144 13 139 93 24
"as lawyers' clerks instead of minding bonds and leases, sit___ useful pens to pieces" (E. Ward, *Dancing Devils*)	1 89 141 169 67 159 184 81 127
The most welcome word that follows a NASA countdown	103 39 9 177 57 160 134
She succeeded Vashti as a king's wife	167 97 32 186 5 148
Author of *Arundel* and *Rabble in Arms*	36 133 174 12 182 135 172
A Pahlevi title	179 70 6 19 113 84 40 11 105 98
"To place any dependence upon____is assuredly resting upon a broken staff." (G. Washington, 1776)	195 108 138 54 10 99 46
Prefix meaning upright or vertical	116 194 16 154 82
Energy; vitality	52 45 130 91 22 125 18 48
"...blood which he offers for himself and for the____ of the people" (Hebrews 9:07)	129 14 175 8 152 190
(Followed by Word A) These are allocated by the ITU	161 123 63 193 21

DEFINITIONS	WORDS
M. Countervailing duties are this type of barrier to trade	197 187 42 118 50 107 66 56 163
N. A N.Y. island named for an 18th century butcher	132 95 29 37 153
O. Its motto is "Live free or die"	25 71 112 41 53 100 4 131 77 196 47 158
P. This geographic name derives from the Arabic "Jabal-al-Tarik"	198 75 35 143 151 86 30 94 55
Q. He invented the Shasta daisy	96 192 185 115 83 166 64 145 58 78 28 62 7
R. A metrical foot	15 171 90 106
S. Amateur theosophist; pundit	128 26 173 156 68
T. Title of a Shakespearean play	31 2 92 165 49 80 149 60 102 155 73 136 109 180
U. (Followed by Word W) illegal immigrants, i.e.	79 72 140 170 59 188 23 150 121 114 137 168
V. Gammadions	76 183 43 146 38 176 124 119 88
W. (See Word U)	61 74 87 162 111 120
X. "Your voice shall come from the ground like the voice of a ____" (Isaiah 29:4)	85 33 147 101 189
Z. Manifest	27 44 178 51 20 122

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.*

Q. WASHINGTON

I had prescription medicine left over from a heavy cold last winter and wanted to use it when I developed a chest cold this winter. My husband almost had apoplexy when he saw what I was going to do. What's wrong with taking the same medicine? It still looked O.K.

A.

Generally, if you've followed your doctor's original instructions, you shouldn't have any medicine left over! If he or she ordered it for 10 days, you should have taken it for 10 days. While your present symptoms may *seem* the same as those of your previous illness, only your doctor can determine whether the illness really is the same, and whether the same medicine should be used again. Some medicines do lose their potency after they have been on your shelf for a while. What may have been strong enough last year to fight your infection may no longer be. I must agree with your husband: Don't take prescription drugs without seeing your doctor. And, when your doctor orders medication and you start feeling better after a day or two, don't be lulled into a false sense of security and stop your medicine too soon. Doing so may cause a relapse, or a flare-up of the original problem. Another important thing to remember: Never exchange prescription medication with a relative or friend, no matter how similar your illnesses may seem. Most drugs are potential poisons. They should be used only under the supervision of a physician.

Q. ASIA

I'm interested in your comments about breast cancer in the January NEWSLETTER. *Is this the only cancer that is a threat to women?*

A.

Not at all. Breast cancer remains the foremost cause of cancer deaths in American women. About 108,000 new cases of breast cancer and 36,000 deaths from the disease are expected in 1980. The latest American Cancer Society statistics, however, reveal the sad news that lung cancer has now become the No. 2 cancer killer of American women. As recently as 1961, when women were smoking less, lung cancer ranked only eighth as a cause of female cancer death. Until recently, it was third behind cancer of the colon and rectum. Sadly, breast cancer has long been first. The cancer society reports that a newly-born baby girl in the United States now faces 1 chance in 11 of developing breast cancer during her lifetime. Although breast cancer is found most often among women of middle age and older, in recent years, educational efforts were started to alert girls of high school age. It's especially important for girls in this age group to begin breast self-examination as one of the *best ways* for women of all ages to detect breast cancer in an early stage. Lung cancer is largely preventable in men and women—through not smoking. The statistics on lung cancer in women can change if the warnings of the surgeon general against smoking are heeded. He has said: "Cigarette smoking is the single most important, *preventable*, environmental factor contributing to illness, disability and death in the United States." Many of us in the medical profession strongly feel we should be more effective in preventing disease, rather than treating it later. That's why breast self-examination, not smoking, and moderation in what you eat and drink and how you live are so important in staying healthy!

Q. AFRICA

Could you again publish the American Cancer Society's 7 danger signals?

A.

Cancer's seven warning signals are:

Change in bowel or bladder habits.
A sore that does not heal.
Unusual bleeding or discharge.
Thickening or lump in breast or elsewhere.
Indigestion or difficulty in swallowing.
Obvious change in wart or mole.
Nagging cough or hoarseness.

If you have a warning signal, see your doctor immediately!

Q. WASHINGTON

I just returned from an overseas tour and am in the process of getting settled in D.C. I needed a doctor over a weekend, went to the emergency room of a big hospital near my hotel, and did I get hassled! They asked for all sorts of information, wanted me to fill out cumbersome forms, and really "rattled" me. Is there any way to avoid this kind of culture shock? The whole experience left a bad taste in my mouth . . . to say nothing of my pocketbook!

A.

Emergency room visits should be

used for just that . . . emergency or unexpected medical situations which require urgent medical treatment. Medico-legal and financial considerations require your cooperation in answering questions and completing forms presented to you by the administrative staffs at emergency rooms. I realize the process can be annoying if you're ill and uncomfortable. Nevertheless, in order to provide the correct medical regimen, questions must be asked to elicit your medical status and past medical history. Although you don't say it, I suspect you were most distressed with questions about your finances and health insurance. Remember that the hospital has to meet its financial obligations, too, and must know from whom it can expect payment for services extended. It's not enough to say: "I work for the State Department." Frankly, the tired admitting clerk couldn't care less. This all can be avoided with the prompt presentation of your health insurance card. This billfold-size card has most of the answers to questions asked by emergency room administrative personnel, such as the name of your health insurance carrier, policy number, and type of policy (high or low-option, self or family, etc.). When you're returning to the United States for reassignment or home leave, be sure you have *in hand*, a health insurance I.D. card. If you've lost or misplaced yours, write the company directly for a replacement card, or ask your personnel officer to assist you in obtaining a replacement card. If you don't carry heatlh insurance, I suggest you obtain it immediately. Residing in the United States without health insurance is foolhardy!

Q.

EUROPE

How many baby and permanent teeth are there? If cavities occur in baby teeth, do they have to be filled?

A.

Our dental consultants advise me that there are two sets of teeth that usually erupt: the primary set, often called the first or "baby" teeth, and the permanent teeth. There are 20 primary and 32 permanent teeth. In some persons, one or more of these teeth may be absent, or there may be one or more extra, or supernumerary, teeth. The primary teeth should be given the best of care, including fillings when necessary, because nature intended that they perform several very important functions: (1) Assist in the chewing of food; a child cannot chew his food thoroughly with decayed and infected teeth or without teeth; (2) Contribute to facial development and expression; a pleasing appearance is marred by unattractive teeth; (3) Preserve space for the incoming permanent teeth; when a primary tooth is lost too early, the adjoining teeth may drift into the space, and irregularity of the permanent teeth may result; also, teeth in their proper position are easier to keep clean; (4) Serve as part of the child's speech equipment until the permanent teeth erupt; a child normally keeps some of his primary teeth until he or she is 11 or 12 years old. You see, a healthy tooth is nature's space maintainer, but an infected tooth can be a menace to health. A good general rule followed by most dentists is that, if the primary tooth cannot be treated and filled properly, it should be extracted. Sometimes, when a primary tooth is lost prematurely, the space tends to close unless a space maintainer is inserted. If this should occur, your child's dentist would want to observe the space regularly to determine whether it is becoming smaller and if a space maintainer is needed.

Q.

AFRICA

We're leaving central Africa after four years and want our children, 6 and 9, to be thoroughly checked for worms, bugs, and what not. Since the kids can't have their physicals in the Department, is there any way they can be checked for tropical diseases in Florida, where we'll spend our home leave and they'll have their physicals?

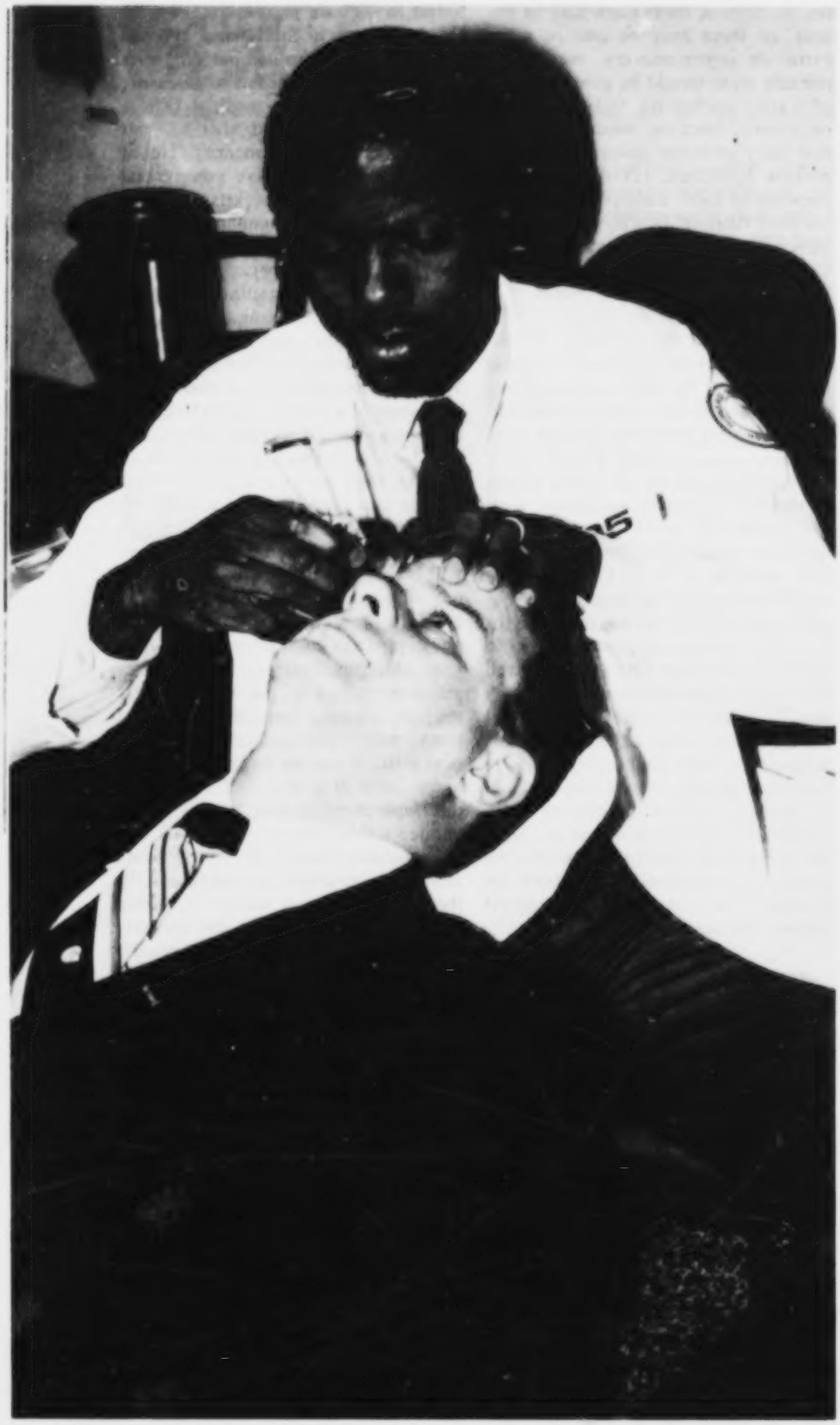
A.

Yes, blood and stool tests of a very special nature can be performed to determine if your children have been exposed to certain parasitic diseases found in various parts of the world. Our laboratory at State has a specially-trained staff who can perform tests for a variety of parasitic diseases. When your regional medical officer makes his or her next visit to your post, discuss your concerns. He or she will be able to give you special mailing containers and kits, with instructions and questionnaires so you can send stool samples to our lab for analysis. Also, a special test kit is now available for mailing us a preserved sample of blood. I must emphasize that the questionnaires must be enclosed with all of the specimens. Whenever possible, the blood specimen should be taken at post and sent in from there. Otherwise, when your children's physicals are done in Florida, their doctor can draw a blood sample and send it in the mailing kit to our lab for analysis. After the specimens have been examined, you will be notified only if test results are *positive*. It is very important that you carefully and completely fill out the questionnaires and properly identify your children, their ages, their previous countries of residence, their medical history, their present symptoms, post coming from, and your next post. If you are beginning a long home leave or a period of training in the Department, please give us an accurate, stable address where you can be reached should the test results show that treatment is indicated. By the way, when you and your spouse have your physicals in the Department, you will automatically have the special blood test done, and will be given stool specimen containers.

DR. DUSTIN'S HEALTH HINTS

Good vision

Save Your Vision Week occurs this month. Good vision, like good health generally, contributes much to the enjoyment of life. Our ability to see affects how we learn, how we work and play, how we relate to others, and how well we are able to function in an increasingly complex society. Yet most people take good eyesight for granted. Just as we have come to recognize the need to take a more active role in maintaining the



MEDICAL SERVICES—Administrative officer *Elmer Higgs* is tested for glaucoma by Dr. *Roger P. Mason*, at a testing clinic in the Department sponsored by the Society for the Prevention of Blindness. *(Photo by Donna Gigliotti)*

health of our bodies through diet and exercise, we should also take time to consider what can be done to take care of our eyes and to protect our vision. With proper care and attention, many of the serious eye problems that affect both young and old can be prevented.

Prevention of eye disease begins, even before birth, with adequate nutrition and prenatal care for the mother. During early childhood and later in life, periodic eye examinations can reveal certain potentially blinding eye conditions early enough to permit successful treatment. This is particularly true in families where there is a history of glaucoma or in people who have diabetes. With professional eye care, it is even possible to restore sight to some people who are already blind, or to help those with partial sight make the most of their remaining vision.

In addition to obtaining professional eye care when needed, each of us must take responsibility for protecting our eyes from injury. Protective eyeglasses or safety goggles should be worn in hazardous situations at work, and while participating in many recreational activities. In the home, precautions should be taken to avoid injury to the eyes from household products, appliances and cosmetics.

We should all be aware of the importance of good vision and of the ways in which we can help to preserve our eyesight.

Alcohol Awareness Program

Supervisors: Is there a problem drinker on your staff?

BY RITA V. CHAMPAGNE
Administrative assistant

Are you a supervisor with a problem drinker on your staff and you just don't know how to handle the situation? Or have you such a problem employee and have tried various "solutions" only to find that the problem still exists or has gotten worse?

Many times supervisors are expected to handle such a situation and find it very difficult because they themselves are not knowledgeable about the disease of alcoholism, or they are not familiar with the Department's regulations. Some supervisors choose not to get involved because they feel that one's drinking is a "personal matter." Granted, whether your employee drinks on his own time is his business, but when his work performance begins to deteriorate, or other office problems start to surface because of his drinking, then it is *your* business.

Do you choose to ignore the problem—hoping it will go away? The old cliché "leave it alone and maybe it will go away" just doesn't apply to alcoholism. Untreated alcoholism doesn't go away—it just gets worse. As a supervisor, you are in an unique position to help.

Maybe you are the type of supervisor who really wants to be fair, to be a "good guy" and give the problem drinker the benefit of the doubt. Maybe you think that next week things will get better; maybe the problem drinker will straighten himself out. At best, this is only a copout on your part. All you have successfully done is delay in confronting your employee. During that delay, all that has happened is that your problem employee has become sicker. And your rating as an effective supervisor has dropped, and all your good intentions have not turned you into a "good guy" at all!

Many times supervisors think a transfer is the answer, or to give the person more work to do so he won't have time to think about drinking. Sound ridiculous? Maybe so, but this was an alternative which my supervisors contemplated during a stage of my drinking. All that that "solution" does is make the problem drinker more resentful, because what you have done is added more frustrations to his already very frustrating and complicated existence. Remember, the problem drinker is a very sick person.

As a supervisor you have responsibilities to the Department and to the others in your office, as individuals and as a group. Covering up for the problem drinker is totally unfair to the other employees, and tremendously harmful to the drinker. According to Department regulations on alcoholism (695.6-4), the supervisor is responsible as follows: "Supervisors have a critical role in this program. They have legitimate and explicit expectations of their employees in terms of job performance and behavior. When employees fail to fulfill these expectations, supervisors have both the right and the duty to confront them with the deficiencies, and to provide them with opportunities to correct the problem, regardless of its origin. Dealing with poor performance is a basic supervisory responsibility. Timely intervention may lead to early, even life-saving, identification and treatment of the health problem, and will generally help to return employees to productivity."

The Department's Alcohol Awareness Program suggests that supervisors with a problem drinker:

1. Familiarize themselves with the disease of alcoholism, and the Department regulations concerning this disease. Review Volume 3, Personnel, Sections 695 through 695.9-4. Copies of the complete regulations, as well as printed literature on alcoholism, are available in Room 3818.

2. Be alert to changes in the work or behavior of problem employees, and *document* specific instances of deteriorating work performance. Pay particular attention to Regulation 695.6-4 B (1) and (2).

3. If necessary, consult with representatives of the Alcohol Awareness Program. Many supervisors have found it helpful to consult privately with Hal Marley, administrator of the program, prior to confronting an employee with a drinking problem. In his six years as the administrator, plus his 15 years in Alcoholics Anonymous (AA), Mr. Marley has had a lot of experience in counseling. He can explain the Department policy regarding alcoholism and legislation which protects the employee (if that person accepts treatment and the problem is brought under control). And he can be effective in removing uneasy feelings you might have as to whether you are doing the "right" thing for your problem employee.

4. Confront your problem employee. Be prepared to meet with some resistance in your efforts to help. *Denial* might be the key word in describing your employee's reaction to your intervention. He might feel quite confident that the problem can be taken care of without your help. As a matter of fact, he might be successful in convincing you that the problem has nothing whatsoever to do with his drinking, but rather something to do with his family or the office. What the alcoholic cannot see is that his *drinking* is causing his problem, not that he drinks because he has a problem. In my own personal article in the December NEWSLETTER you will note my strong resentment as to any help. However, without the intervention of supervisors, the personnel officer, the Medical Division and the Alcohol Awareness Program, it might have been years before I got the necessary help. It all seems very simple, but the alcoholic cannot see this.

Alcoholics can get well, and once the disease is arrested (alcoholism is never cured), the problem employee can again be a very productive individual. I am such an employee, with much thanks and gratitude to those supervisors and people who recognized my problem and intervened when I was too sick to see all this myself. I have the highest regard for these people.

Now, how do you feel about that problem drinker on *your* staff? And what course of action will you take? Will you act by getting him the *medical help* he needs; or will you choose to ignore the problem?

If you have any questions regarding alcoholism, telephone or visit the Alcohol Awareness Program office, Room 3818, (202) 632-1843 or 632-8804. If overseas, contact the alcohol awareness coordinator at your post or the regional medical officer. Alcoholics Anonymous is known worldwide; check your telephone directory. Write to the program at State for AA contacts in your country of assignment. ■

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board.

Board upholds FSO rating by non-FSO

391—The grievant claimed that three evaluation reports written on him were erroneous, inaccurate and falsely prejudicial, and caused him to be passed over for promotion by three successive selection boards, despite an earlier threshold board "recommendation for promotion." The agency had extended grievant's time-in-class to permit a review of his file by the selection board, scheduled to convene on about the same date. The grievant resigned before the board met, but he pursued his grievance, claiming that the evaluations were done by non-Foreign Service employees and that the reviewing officer for the first two reports was a GS employee stationed at a different post and unfamiliar with grievant's work. He alleged also that the evaluations were aberrant and in sharp contrast to a previous and a subsequent report, and reflected a negative view of him personally rather than a fair appraisal of his performance, and were therefore evidence of personality differences between himself and the rating and reviewing officers. The grievant contended that an inspector's evaluation report on him supported his argument. As relief, he asked for a promotion retroactive to approximately two years prior to his resignation.

The agency argued that the rating officer, although a GS employee, had considerable experience in rating FSOs; although the reports were different from others on the grievant, it did not mean they were necessarily defective; and the personality conflict in no way improperly influenced the evaluations. The agency felt the rating officer's acknowledgment of the difference of ages and temperaments, and a recommendation for promotion versus a criticism balanced the reports. The agency questioned the grievant's claim that he was recommended for promotion by a threshold panel. They said the panel that particular year was required to rank candidates on a percentile scale but not make explicit recommendations on promotions.

The grievance board was not persuaded that the reports were erroneous, inaccurate or falsely prejudicial. It stated that, although the grievant was evaluated by non-FSOs, this is not contrary to regulations, there was no valid alternative, and the rating and reviewing officers were qualified to evaluate the grievant's performance. Regarding the very good reports received at other posts, the board decided that merely because an officer does well on two assignments does not mean that criticism on a third is unfounded. The board, noting the age and temperament differences between the grievant and rating and reviewing officers, concluded that these were balanced by the rating officer's admission to them. In the board's opinion, criticism was balanced by a recommendation for advancement across the threshold. The grievance was denied.

Computer: black hat; Board: white hat

397—Because of a computer printout error (which indicated that the grievant did not meet certain eligibility criteria), the grievant's file was not placed before the semiannual specialist board when it first convened. The grievant contested this and asked the agency to investigate. The agency's investigation revealed the error, and it reconvened the specialist board, which considered the grievant's file and recommended his promotion. However, its effective date was two weeks later than would have been the case had the grievant been considered by the first board.

The grievant felt that he should receive a retroactive promotion, and the agency agreed. It was necessary for the grievant to bring the matter before the Foreign Service Grievance Board because the Foreign Service Act authorizes agencies to grant retroactive promotions only upon the recommendation of a duly constituted grievance board or panel, or an equal employment opportunity appeals examiner.

The board found the grievance to be meritorious and recommended that the grievant's promotion be made effective retroactively to the date he would have been promoted had his file been placed before the specialist board when it first convened.

Repay travel costs, grievant is told

471—The grievant had been at his overseas post for six months when he asked a visiting official from his agency for help in obtaining a position with the agency in Washington, because his wife was unwilling to remain at post and his father was seriously ill. The official could not help as the matter was not within his jurisdiction. The grievant subsequently went on rest-and-recuperation (R&R) travel in the United States. While there, he secured employment with another Government agency, on the condition that he begin working in one month. The grievant returned to his overseas post to pack and make other arrangements for moving.

The overseas post informed Washington about the grievant's resignation and transfer to another agency, and concluded that repayment for his R&R was not required under regulations. Washington promptly replied that a waiver for repayment could not be granted since the grievant transferred for his own benefit and not that of the agency, and since his tour had not lasted two years before his final departure.

Many months later, the grievant filed a grievance asserting that his former agency was wrongfully seeking reimbursement of costs for the (R&R) travel. He asked that the still outstanding bill of collection be withdrawn on compassionate grounds, noting that his father required constant intensive care. His ex-agency reviewed the case and still refused to waive repayment.

The agency noted that the regulation obliges an employee to repay the cost of R&R if he or she does not serve a continuous two-year tour of duty, except when the agency decides to waive repayment. It further observed that the change in the grievant's status was wholly the result of a decision he made for personal reasons.

The board pointed out that the regulation obliges an employee to repay the cost of R&R if he or she does not serve a continuous two-year tour of duty, except when the agency waives repayment. The three grounds for waiving a repayment are: (1) the employee transfers at the option of or for the benefit of the employer; (2) the agency separates the employee involuntarily; (3) compassionate reasons exist. The first two conditions were not pertinent. Regarding the third, the board felt that the grievant made no real effort to seek a transfer on compassionate grounds through proper agency channels; he, rather, used his R&R travel to seek other employment. Since, in the board's view, there is nothing in the regulation to justify R&R for such a purpose, the grievance was denied.

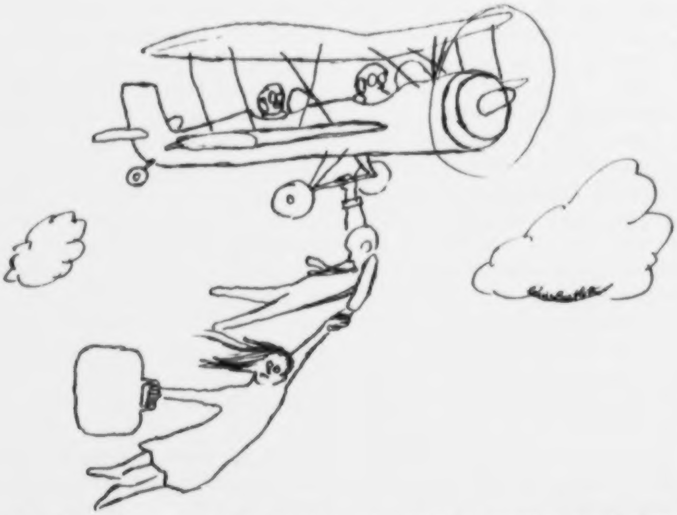
He accepts low grade; he's stuck with it

498—While employed domestically with a GS rating, the grievant applied to his former foreign affairs agency for an overseas position. On the application form he indicated the lowest grade he would accept was one grade lower than his current GS rank. A staffing specialist in the agency informed him that, in accordance with regulations, he must be employed at the Foreign Service equivalent of his rather high GS grade. However, because the agency was following a policy of maximizing recruitment at the lower levels, the grievant could be considered for employment only if he executed a waiver agreeing to accept a grade and salary lower than his present one. The grievant signed the waiver. The agency decided not to employ him at that time because of a hiring freeze, but the grievant asked that his file be retained pending the resumption of hiring. About a year later the agency invited him to update his application, and he indicated there was no change in his previous submission. He was hired at one grade lower than his GS rank, and reported to his overseas post.

The grievant claims that the agency's procedure and policy in hiring him at the lower grade contravened agency regulations which state in part that, if the candidate's experience after leaving the Foreign Service has increased his/her general qualifications as well as those relating to the proposed assignment, the appointee is offered a class and salary rate with due consideration for his current earning level. As relief, the grievant asked the board to review the legality of the agency's procedure, especially use of the waiver instrument; adjust his rank upward by one grade and award him back pay to the date of his latest entry into the Foreign Service.

The agency counters that its action in hiring the grievant at one grade below his GS rank was proper. The only exceptions to the policy of hiring at the lower levels had been in hard-to-fill specialties, and the agency had an abundance of applicants in the grievant's field. The agency further contends that, since its hiring standards are based on policy and not on statute, variations from internally established policy do not exceed the bounds of administrative discretion. Besides, the grievant had acquiesced in the agency's waiver procedure.

The board noted that the grievant had taken the initiative to seek employment once again with his former agency in order to go overseas; the agency was under no obligation to hire him; the grievant showed that he understood the terms of his re-employment executing a waiver agreeing to accept employment at the lower grade and executing a document agreeing to the terms and conditions of employment, including the entry level at the lower grade. The board determined that the grievant's case had no merit. ■



"I know, Honey, but if we had taken the regular R&R, we could only go to Hong Kong. This way we get to see Kuala Lumpur, Colombo, Calcutta and Dacca—all for the same price."

Program helps employees find jobs outside State

Seminars scheduled for March and April

THIRTY EMPLOYEES have participated in the State program involving intensive counseling for alternate career planning, now rounding out its first year of operation.

This program consists of intensive counseling, tailored to individual needs, that often continues from three to six months. During the consultation period, the employee is "detached" from his regular job in State so that he can participate on a full-time basis. The intensive counseling is offered to Foreign Service employees facing involuntary separation for time-in-class and to other Foreign Service employees — not facing involuntary separation — who might qualify. Those interested should see their career development officers to learn if they are eligible for the program. Of the 30 employees who took the intensive counseling at varying times during 1979, 20 have already been placed.

For example, William E. Culbert, who had completed 30 years as a Foreign Service officer, signed up voluntarily—"primarily because I needed additional income to meet my family's college expenses. I was over 50 and I hadn't had to look for a job in 30 years. I felt a need to learn about job-hunting techniques."

In State, Mr. Culbert had held such assignments as acting director of the Office of International Trade, counselor for economic affairs, with the personal rank of minister, at the embassy in Tokyo, and international economist with the U.S. mission in Geneva. After participating in the intensive counseling program, Mr. Culbert landed a job as assistant director for national and international affairs with the Boeing Co., Seattle. He finds his second career "certainly very interesting and challenging—significantly different from my activities in the Department."

"The Department did not get me the job," he told the NEWSLETTER. "I found it. But State helped me in other ways. It 'psyched' me up, showed me how to do the paperwork, how to go about looking for a job—techniques and so on."

John L. Loughran, a former ambassador to Somalia, was another voluntary participant in the program. He said: "I was approaching 59 and I had to make an 'agonizing reappraisal' about my future career. I had had some 29 years with the Foreign Service, with much overseas experience, and I wanted to use my skills in a second career. For example, I had served as deputy chief of mission in Dakar, director of the Office of West African Affairs, and envoy to Somalia. I took the counseling to learn how to re-assess my assets, to market my skills."

Mr. Loughran said that he wasn't interested in another Government job or in joining an international organization after he retired from State. The counseling helped him decide what he *really* wanted to do, he pointed out. "I established the Foundation for Cross-Cultural Understanding, with headquarters in Washington," he said. "The foundation plans to assist schools, colleges, museums and organizations west of the Alleghenies to learn more about the art, music and other cultural offerings of the countries in the Middle East and Africa."

Another long-time Foreign Service officer—he prefers not to be identified—became head of the planning staff for a large corporation, at an annual salary of $80,000. "My case is a little different because I really didn't take the full course on alternate career planning," he said. "I already had a wide variety of contacts. But the advice I received on how to go about seeking a job on the outside, how to prepare resumes, handling job interviews, was very helpful." Now he's putting his Foreign Service experience to work, directing a worldwide staff for the corporation.

Richard G. Long, another former participant in the program, is teaching a course on U.S. foreign policy at Shepherd College, Shepherdstown, W.Va. Mr. Long, who served 24 years with State, was first secretary in the political section in Paris, and in the economic-political section in Lahore and Algiers; deputy director, Office of UN Political Affairs in the Bureau of International Organization Affairs; and chief of the Coordination Staff in the Bureau of Intelligence and Research. Headed for retirement from the Foreign Service, he signed up for the intensive counseling in late 1978.

"I was a section chief in the Bureau of Intelligence and Research, and the pressure of the workload did not permit my full-time participation in the program. Although I didn't take the full course, I did learn important techniques about aptitude assessment, analyzing the market, and how to handle oneself in a job interview. From a list of about 8 to 10 things I had thought of doing, teaching appealed to me most. Although I had had no previous experience in conducting a classroom, I decided to try it anyway. My counselor had been a teacher in a community college, and he gave me valuable advice. I retired from the Department on May 30. By June 21 I was launched on my second career."

Irene Jaffe, a division chief in the Bureau of Intelligence and Research, plans to retire next month after a Department career that goes back to 1951. She said she took the intensive counseling because "I really had no experience looking for a job on the outside. I joined the Department after college, then left later to raise a family. I returned to State, and always worked in the same bureau."

Mrs. Jaffe had an opportunity through the program to learn about building restoration, and for a short period served as a professional ap-

William E. Culbert, **left, and director general** *Harry G. Barnes Jr. (Photo by Glenn E. Hall, Visual Services)*

prentice with a corporation dealing with historic preservation. "But I expect to explore other possibilities, too, after I retire," she said.

Sally Pitts, who is coordinating the program in the Bureau of Personnel's Human Resources Management Division, noted that the program teaches participants how to transfer skills and experience gained at State to outside jobs. "We do not measure success by salary figures. Some people are not interested in going into private industry after they retire, but would rather explore completely new areas of interest. However, the program does help our people make the difficult transition into a second career and to be comfortable with their choices."

New regulations, which are being published as 3 Foreign Affairs Manual 691, have expanded the intensive counseling program to cover lower as well as senior ranks.

As part of the program, the Department also sponsors regular seminars on job-search techniques and on retirement planning. The next three-day job-search seminars are scheduled for March 17, 19 and 20, and April 21, 23 and 24. Two-day retirement seminars will be held March 18 and 21, and April 22 and 25. Both Civil Service and Foreign Service personnel, in any grade, may attend. Each seminar will be limited to 20 participants on a first-come, first-served basis, with priority given to those retiring. Retirees may also apply up to one year after retirement.

Those who wish to attend either seminar may obtain information from the contractor, THinc, Inc., Suite 1150, 1629 K St. N.W., Washington, telephone 223-2003.

Second careers: Where the jobs are

BY ERIC KOCHER

The author, a retired FSO, was the Department's director of external placement for three years. He is the author also of "International Jobs, Where They Are, How to Get Them," available in the library of Diplomatic and Consular Officers, Retired (DACOR).

THOSE OF YOU who are retiring or resigning from the Foreign Service and are thinking of a second career need solid answers to some difficult questions.

Mr. Kocher

One set of questions can be answered only by you. What kind of work do you want? Part-time or full-time? Where? The latter is particularly important because about 80% of all internationally-oriented jobs in the United States are in New York or Washington. If you choose to retire in Florida or the Southwest, you minimize your chances for getting a job related to your international background.

Other questions need external answers: What kind of international jobs are available? How does your background in the Service qualify you for these jobs? For example, what organizations need your background as a Latin American specialist — an economist — an administrator — a political generalist?

What is "international"?

Many of us are inclined to think of "international" as meaning work abroad. Not necessarily. You can have a second international career working in the international division of a corporation in New York and seldom if ever go overseas. You can work in a nonprofit organization (NPO) in Washington on foreign policy problems without ever leaving the country.

Regardless of whether the location is abroad or in New York or Washington, job opportunities in the international field cover a broad spectrum: NPOs and foundations, the UN system, business, banks, communications, teaching and government. The rest of this article will give the briefest of summaries of the job opportunities in each of these fields.

Nonprofit organizations

Many retired FSOs have found jobs in NPOs. Here your background is often valued more highly than in other fields. NPOs with international interests encompass an enormous variety of functions: helping refugees, making the public aware of foreign policy issues, helping American students traveling abroad, family planning, placing foreign students in American homes and schools, arranging study trips to the Soviet Union, analyzing issues before the UN General Assembly, researching and promoting human rights, supporting community development in African nations, exhibiting art from southeast Asia.

NPOs serve people in various ways, and are intended to enhance the public good. Some have consultative status with the UN and are known as NGOs (nongovernment organizations). A few cooperate with the U.S. Government on some of its less political functions, such as hosting foreign officials. Others operate without relationship either to government or the UN.

A few of these organizations are large (Ford Foundation); many are so small that their offices are cubbyholes, open only part-time and staffed with volunteers.

If you are out for personal profit, you will hardly be attracted to organizations that make none. Except for the top positions in the largest of these organizations, the salaries are usually not equal to those in business, banks or even government.

NPOs in the international field can be broken down according to type of work performed: educational, cultural, exchange (e.g. Institute of International Education); economics, economic development (e.g. Overseas Development Council); foreign affairs (e.g. Foreign Policy Association); area interests (e.g. Asia Society); environment, energy, population (e.g. International Planned Parenthood Federation); business and labor (e.g. Business Council for International Understanding); relief, rehabilitation, human rights (e.g. American Council for Nationalities Service); and a host of miscellaneous organizations (e.g. International Peace Academy, American Council of Voluntary Agencies for the Foreign Service, Ralph Bunche Institute on the UN).

Altogether there are well over 150 NPOs with international interests that can be identified readily. In your job hunt you will do well to zero in on those organizations with functions related to your background.

The UN

Many of you may think of the UN and its specialized agencies as a likely source of jobs after retirement. Some years ago that may have been true. Today, however, there are few UN positions open even for the most talented. In addition to the dearth of jobs, a personnel quota system adds to the difficulty of getting work in some UN organizations. Even without definite quotas, the UN—with some justification—tries to unearth qualified talent from developing nations that are underrepresented. For these reasons, a qualified national of Chad or Upper Volta, for example, may have a better chance at a UN job than an equally qualified American.

However, at high levels—and in specialized fields such as economics and law—Americans with the appropriate background have a somewhat better chance. Your chances increase still further if you can obtain the backing of the U.S. Government. Despite the pessimistic prospects, you should apply to the UN if you have special motivation. At the UN Secretariat in New York, the greatest need is for specialists with a concentration in economics, economic development, law, area expertise, administration, agriculture and communications.

The function of each specialized agency defines the major skills needed: e.g. economics, economic development, Third World background for the UN Development Program.

Business

Many of you with an economic/commercial background will think of business as a second career. The skills and contacts accumulated over 20 or 30 years in the Service often compensate for a possible lack of the basic skills usually required by most companies: marketing, accounting, finance.

What of those of you who have not been economic/commercial officers, however? What can you offer in place of economics, marketing, finance, accounting?

First, the difficulties, then a few tips how to increase your chances:

Difficulties. You may think that, with your international background, a business will train you in the basic skills indicated above. True, training programs often exist for this purpose, but usually they are held for employees fresh out of college.

Next you may believe that language fluency and many years of specialization in an area of the world—say western Europe—will give you a job with a company doing considerable business in that area. Logical, but not necessarily so. Even though a business may be impressed with your years in western Europe and your fluent knowledge of Spanish, French, Portuguese, German, Italian, Swedish or Flemish, you may still find the doors that should be swinging open remain closed. Languages are not usually what you get hired for.

For example, some years ago an automotive manufacturer planned to expand in Russia. Individuals with Russian expertise rushed to apply for jobs they thought would be opening up. Alas, not so. When they asked why specialists trained in Russian were not being hired, an official of the company said that its best marketing experts would be negotiating with the Russians. "But how," it was asked, "can you understand the Russians without having on the negotiating team people steeped in Russian economics, politics, language?" "No problem," came the reply. "We will use interpreters."

This example provides the brightest illumination of the gap between corporate operations and those of the international political and economic expert. Don't casually dismiss this attitude as idiocy. Many of these organizations have analyzed the effect on company profits of hiring one or more political experts and have concluded, rightly or wrongly, that the benefits do not justify the costs.

Tips. Still, there is hope. The key may well be the amount of international business being done by a company. If the international operations of an organization become increasingly important—not only in absolute figures but as an increasing percentage of total business—that company is more liable to recognize the need for personnel with international training. As we will see, this is what is happening with banks. In your hunt for a career in business, accordingly, target those companies which do the most international business. The annual reports of large companies will give you this information. So will Standard & Poor sheets, available at any brokerage house.

Also: Don't neglect export-import companies. There is nothing more international than the work of these companies. Your foreign background and knowledge of languages are highly valued here.

Another tip: Develop personal contacts. It is said that 85% of all jobs are obtained through such persons. Even if the correct figure is only 60%, or 70%, it is still too high for you to ignore this most important source of jobs.

Banking

You will find more jobs available in banking than in business. For one thing, banks are notably more relaxed about the background required of applicants. There is less insistence on your knowing accounting and finance, although these skills will enhance your chances of getting the job you want.

For another thing, the largest banks—Citibank, Chase Manhattan, Bank of America—place substantial value on your international experience. Over the last 15 years the international earnings of these banks have outpaced their domestic earnings and, as this has happened, these institutions have increasingly recruited those with international experience. Citibank has more offices abroad than the United States has embassies.

Communications

The term "communications" as used in this article covers print or newspaper journalism, radio and TV broadcasting and magazine and book publishing.

For the first two, retirees of ICA with press and cultural background will have a better chance than political, economic/commercial, administrative or consular officers. Re book publishing, the international business of most publishers, though growing, is still small. Accordingly, there is usually only limited value placed on your international know-how. Your chances improve if you apply to the following types of publishers; firms that specialize in medical, scientific and technical books (these are the best sellers abroad), and firms that have foreign subsidiaries.

Teaching

Teaching jobs for retirees are no longer as easy to get as they once were. The market is flooded with Ph.Ds in political science and economics who may never have been abroad but who usually get the very few teaching jobs available each year in colleges and universities. Only in a few cases—and particularly if you have an ambassador's rank, as we will see later—will your practical international background give you an edge over those with a purely academic background.

You will also receive a better reception in junior and community colleges, where you will have fewer competitors with a Ph.D and where international courses are often given.

Another way you can sometimes beat out the competition is to get an assignment as diplomat-in-residence before you retire from the Service. If you do well at the university where you are assigned, you may be-offered a teaching job when you retire.

Government

Government has been left to the last, since many of you may have excluded this field from your second career plans. After all, it's a sobering thought that your new salary in a second government position may not all be yours to take home.

But before discarding the thought of another government job, you should be aware that, in addition to the usual foreign-oriented agencies of the U.S. Government (CIA, AID, ICA, National Security Agency, Department of State and others too numerous to mention), almost all domestic-oriented agencies (e.g. Labor, Commerce, Education) have international divisions. The work of each international division will vary, but sometimes part-time or temporary jobs are available. For example, the Bureau of International Labor Affairs of the Department of Labor has hired on a temporary basis those with a background in international trade or economics, to help administer the trade adjustment assistance program under the Trade Act of 1974.

A Civil Service rating will be helpful even for part-time or temporary jobs, but that should be no real problem. A senior or mid-level rating can be obtained without a written exam. Your rating is determined by your professional and academic background.

Also: don't exclude the Department of State from your plans for a second career. Those of you fluent in a second or third language can sign up as escort interpreters and help to host foreign VIPs visiting your part of the country. This type of temporary assignment may be of particular interest to those of you retiring in areas where internationally-oriented jobs rarely exist.

Another tip: some state and city governments have international offices, either to lure tourists to their areas or increase trade with certain countries.

Where best can I use my international background?

After you have gotten a broad view of the availability of jobs in the various international fields, you will want to see where your background is most valued.

First, we should recognize that in the eyes of much of the outside world there are two types of Foreign Service officers: ambassadors and non-ambassadors.

Those of you who are ambassadors will find your access to a second career considerably facilitated. Even if you lack the technical and substantive qualifications usually required by an organization, the prestige of your rank will open doors not open to others. Among the jobs in which some of our retired ambassadors have found a second career, for which an important credential has been the title, are: chairman of the board of a large multinational corporation; president of a nationally-known museum; professor at a prestigious university; director of planning for a large computer company.

Those of you who are not ambassadors will find that your background has to be related more closely to the job you are applying for.

To summarize:

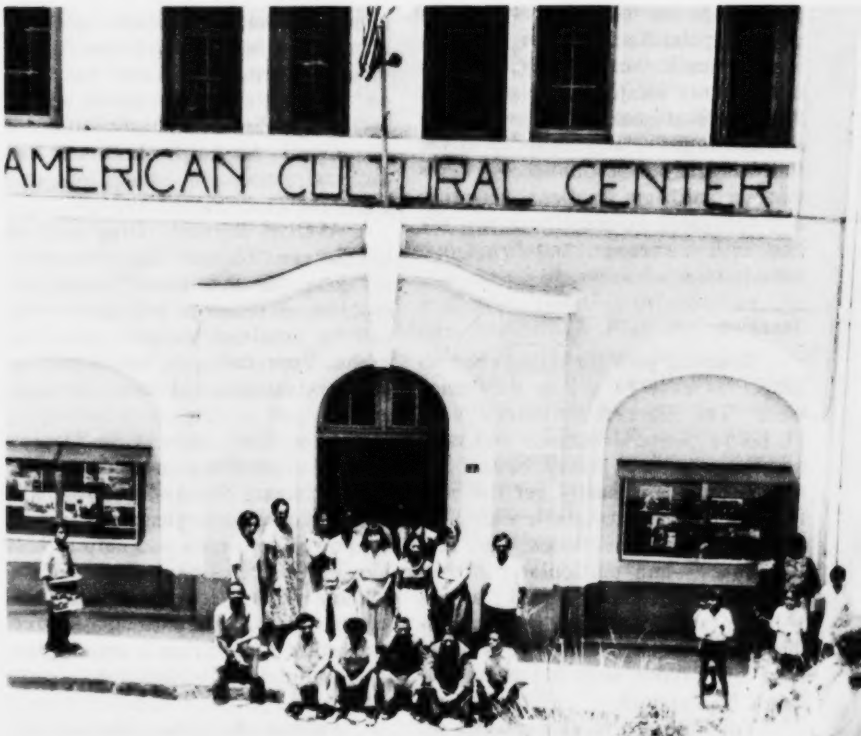
Foreign Service specialization	*Relevant jobs*
Political:	Teaching; NPOs; government; sometimes business and banking.
Economic:	Business, banking; UN; government, NPOs; teaching.
Administrative:	All the fields mentioned (administrative jobs exist everywhere.)
Consular:	Generalist NPOs primarily.
Language and area:	Teaching; UN; NPOs oriented toward particular areas; government; sometimes business and banking.
Generalist:	Generalist NPOs; government; sometimes business and banking; sometimes teaching. ■

HERE'S SOME OF THE MAGIC OF MADAGASCAR

Embassy Antananarivo, translated as "the city of a thousand warriors," marches its employees into the spotlight for the NEWSLETTER post-of-the-month feature. The photographers were *Mavis Perry Barrett* and *Franck Randrianarijaona*.

Communications officer *Roger Cohen* and his 1952 Citroen.

***Frances Jones*, secretary to the chargé, teases Kiki, a pet lemur.**



From left, seated: *Richard Rakotomavo, Gabriel Ratovonar, Janvier Ramaroson, Jean Aime Andrianasolo, Samuel Razafimahandry.* Crouching: *Daniel McGaffie* and *Frederick Mason Jr.* Standing: *Eliane Razafimandimby, Yvonne Rakotovao, Helene Rajohanitra, Annie Rasoamanana, Armand Rajaobelina, Julia Chang Bloch, Roland Razafintsalama, Germaine Rasolofondramanana, Hallie Rabenarivo, Jacques Harivelo.*

Administrative officer *Robert Nolan*, his wife *Nancy* and daughter *Meghan*.

A Malagache house outside the capital city.

Looking over their shoulders are Marine security guards *Stephen J. Toler*, *Steve Garcia*, *Bryan Sporrer*, *Martin Shurr* and *Bernardo Benavides*, on their way to "Zoma," the Friday market.

Defense attache *Bruce Cook* and family—daughter *Kevi*, *Mrs. Cook*, who teaches English at the American Cultural Center, and son *Brendon*. The dog is *Manjakely*.

Economic-commercial assistant *Eleonore Rakoto-Razafimandimby* receives certificate for completion of a course for Foreign Service national employees. ■

ICA director *Frederick Mason*, center, and chargé *Robert S. Barrett*, second from right, greet guests at a reception. From left: *Rajaona-Andriamananjara*, cultural assistant *Robert Rabary*, *Mrs. Rajaona-Andriamanajara*, Mr. Mason, Mr. Barrett and cultural attache *Daniel McGaffie*.

English teachers *Wendy Wise*, *Suzy Martin* and *Jane Perry*, perform Greek dance at the American Cultural Center.

Economic/commercial/consular officer *Kenneth Kolb* and wife *Linda*, a part-time employee in the administrative section, head for the tennis courts.

A vendor at the local flower market. ■

FOREIGN SERVICE FAMILIES

Language training for family members

The Department has assisted 67 family members of employees to attend language or orientation training at the Foreign Service Institute, or to obtain language training at other institutions, between October 1, 1978—when the program went into effect—and February 6 this year, according to a report to Congress.

Most of the family members received grants to help pay day care expenses for dependents while attending classes. Five, who were unable to attend the language courses offered by the Department, were reimbursed in part for tuition at other schools. Authorized as part of Public Law 95-426, the program assists family members to obtain training before they arrived at their new overseas posts.

In its report, the Department estimated that, if the trend continues, the program would assist about 80 to 100 persons annually, at a cost of $75,000 to $100,000. "As intended by the Congress," the report said, "this program is assisting family members to obtain language and orientation training prior to their arrival at new foreign posts of assignment. This provides a decided advantage that facilitates the adjustment of families to a foreign culture and permits employees to devote their full time and attention to taking up the duties of their new positions."

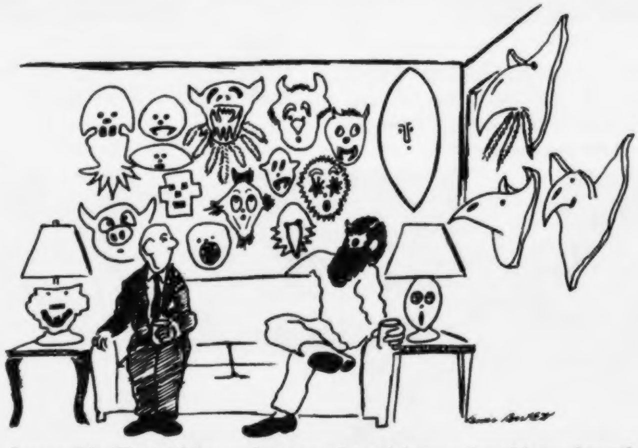
Family workshop: new coordinator

Mrs. Silberstein

Fanchon Silberstein has been appointed the new coordinator of the Overseas Briefing Center/Family Workshop, at the Foreign Service Institute, succeeding Joan Wilson. Mrs. Silberstein recently returned to Washington after an academic year at Syracuse University, where she studied family counseling and did research on the transient family, its problems and ways to cope with them. She has also lived abroad for many years, counseling children and parents of multinational families transplanted from their homes.

The center/workshop offers group training and individual briefings on the concerns of employees and their families. It sponsors workshops on current American political and cultural affairs, logistics of moving, culture shock and other topics. It counsels spouses on career development, teaches skills for community work, and offers the specifics of teaching English as a foreign language and other services.

The center/workshop also has a reserve library of up-to-date material on Foreign Service posts around the world. ■


"Oh, I served in West Africa and managed to pick up a few things along the way."

Blachly's March quiz: Games

(Answers on Page 55)

By Fred Blachly

The most famous collection of games is the Olympic Games. But in addition to athletic contests, there are some games based on chance, others on skill, still others on a combination of both. Certain games were "invented"—basketball in 1891 by Dr. James Naithsmith (United States); tennis in 1873 by Major Walter Wingfield (England); and baseball, perhaps, in 1839 by Abner Doubleday (United States). Listed below are 11 common games. Can you give the probable place and time of origin for each game? At 10 points for each correct answer, a score of 70 would be remarkable.

1. Backgammon.
2. Badminton.
3. Bridge.
4. Checkers.
5. Chess.
6. Football.
7. Golf.
8. Ice hockey.
9. Lacrosse.
10. Pinochle.
11. Poker.

PERSONNEL: Foreign Service

NEW APPOINTMENTS

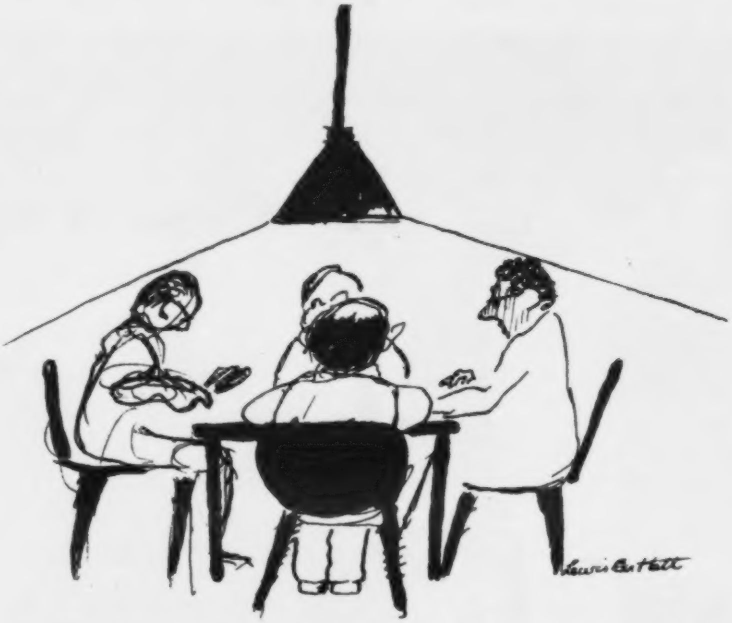
Acs, Frank J., Lagos
Arlinghaus, Stephen C., Paris
Bacon, Maureen L., Lagos
Beffel, Susan Porter, Havana
Berg, Paula, Quito
Bowie, Thomas D., Classification/Declassification Center
Burgstaller, Cynthia J., Quito
Burnet, Frank N., Classification/Declassification Center
Bush, Edgar J., Athens
Carter, Karen Holly M., Policy Planning Staff
Collins, Diane D., Tegucigalpa
Cuadrodo, Manuel, Belgrade
Decapua, Mario R., Classification/Declassification Center
Doumitt, Paul N., Bonn
Edgett, Russell, Panama
Falk, George, Classification/Declassification Center
Ferren, Malvin B., Rio de Janeiro
Goodgion, Douglas J., Port Louis
Hering, Barbara A., Port-au-Prince
Hernandez, Ginger L., Guadalajara
Hester, Jan M., Oslo
Hildreth, Danny R., Nicosia
Hoffman, Margery S., Vienna
Holmes, Marilyn Janet, Family Liaison Office
Hull, Barbara, Khartoum
James, Daniel J., Classification/Declassification Center
Jones, William L., Abidjan
Kelly, Elaine M., Tegucigalpa
Kosh, Jo Anne, Bissau
Lawrence, Michael C., Bamako
Leclerc, Norman J., Paris
Lichtenwald, Daniel H., Monrovia
Lindsley, Karen R., Panama
Long, Richard G., Classification/Declassification Center
Loy, Frank Ernest, Office of the Secretary
Lundl, Joel E., Monrovia
McCarthy, William E., Junior Officer Corps
Megica, Richard A., Lagos
Millet, Donna L., New Delhi
Morgan, Valerie Maureen, Division of Medical Services
Nagel, Richard P., Lisbon
Nock, Edward C., Monrovia
Perry, Donna M., Jidda
Pfannenstiel, Michael, Manila
Piazza, Salvatore, Rome
Pressley, Jr., Franklin B., The Hague
Rae, Dianna, Moscow
Roberts, Diana Belle, Canberra
Savino, Carmela, Calcutta
Sharpe-Lunstead, Deborah, Family Liaison Office
Sheridan, Betty Ann, Managua
Shouse, Eloise K., Mexico
Sikeotis, Loretta P., Reykjavik
Simpson, Jacquelin J., Athens
Spielman, Herbert, Classification/Declassification Center
Taylor, Arthur R., Ankara
Thornton, Isaiah, Bamako
Tickner, Timothy W., Paris
Valdes, Philip H., Classification/Declassification Center
Walcott, Millicent E., Medical Services
Wallace, Kenneth Irvin, Khartoum
Walther, Judy A., Sydney
Watson, William E., Moscow
White, Robert W., Classification/Declassification Center
Wolfson, Philip J., Classification/Declassification Center
Zimmerman, John C., Bucharest
Zimmerman, John L., Sao Paulo

TRANSFERS

Adesso, Elena G., New Delhi to Colombo
Aronhime, Joseph F., Kabul to New Delhi
Arthurs, Robert E., Foreign Service Institute to Barranquilla
Baker, J. Loretta, Havana to Visa Office
Baker, John H., Indonesia to Manila
Barcas, John A., Zambia to Economic and Business Affairs, Tropical Products Division
Barrett, Frank J., Canada to Athens
Bialecki, Paul A., Chad to Lilongwe

RANGOON—Ambassador ***Patricia M. Byrne*** **presents awards to staff members. From left:** ***U Thet Tin, Than Than Ni (Peggy), Kyi Kyi May (Hazel), U Hla Myint, Ms. Byrne; Cyril Thein Hlaing, Nurse Doris M. Parkinson, Lucy Chow, Alfred R. Bonds*** **and** ***Kevin B. Kenner.***

Bindenagel, James D., Bremen to Foreign Service Institute
Blake, Robert D., Rio de Janeiro to Office of Communications
Blum, Georgia M., San Salvador to Andean Affairs
Boehm Jr., John Charles, Office for Combatting Terrorism to Manila
Borich, Joseph J., China and Mongolia Affairs to Shanghai
Boyer, Dorothy M., Reykjavik to Berlin
Brittian, Robert M., San Salvador to Office of Security
Brown, Michael E., Djibouti to Office of Communications
Bruno, James Louis, Melbourne to Vientiane
Byrne, Patricia M., Bamako to Rangoon
Byrnes, Paul J., International Organization Affairs to St. Johns
Calanni, Angela J., London to Kuwait
Caldwell, Mary L., Inter-American Affairs to La Paz
Carlson, John P., Leningrad to European Affairs
Carson, Michael J., Montevideo to Communications Center
Charlton, Jean L., Kathmandu to New Delhi
Chatfield, Christian C., Accra to African Affairs
Chisholm, Judy K., African Affairs to Mbabane
Clawson, Daisy Lou, Cairo to Beijing
Clawson, Jack S., Bureau of Administration to Yaounde
Costello, Margaret C., Paris to European Affairs
Cunningham, George Woody, Austria to International Organization Affairs
Daulong, Francis R., Surinam to Athens
Dawson, John R., Rio de Janeiro to Economic and Business Affairs, Monetary Affairs
Dawson, Susana C., Rio de Janeiro to Economic and Business Affairs, Planning and Economic Analysis Staff
Deason, Robert G., Jidda to Near Eastern and South Asian Affairs
Degroat, Clarice E., African Affairs to Abidjan
Dennis, Margaret Def, London to Comptroller's Office
Eller, Don C., International Organization Affairs to Geneva
Evans, David Meredith, Belgrade to Bureau of Personnel
Fischer, Sidney, Cairo to Guatemala
Flatin, Bruce A., Kabul to International Narcotics Matters
Foley, Corazon Sandoval, Leningrad to Intelligence and Research, Commodity and Developing Country Division
Foley, Michael Daniel, Leningrad to Intelligence and Research, Southeast Asia Division
Fontaine Jr., George E., Lagos to Sofia
Foster, Timberlake, Fort-de-France to Yokahama
Galer Ryan, Anne Maria, Yokahama to Tokyo
Gammon III, Samuel R., Port Louis to Office of Under Secretary for Management
Gerber, Burton L., Belgrade to Moscow
Goff, Paul A., Foreign Service Institute to Panama



"Don't worry if you don't make the bid, Joe. I can find someone else to make the pouch run to Paris tomorrow."

Grassie, John E., China to Bureau of Administration, Office of Security
Green Sr., John W., Sinai Field Mission to Beirut
Greene, Robert E., Milan to Bureau of Administration
Greenlee, David N., Bolivia to Tel Aviv
Gregorio, F. Peter, Rome to Bureau of Administration
Griffin, Donald R., Frankfurt to Visa Office
Griffin, George G.B., Foreign Service Institute to Kabul
Groth, Mary Jane, Khartoum to African Affairs
Hayes, Sheryl A., Inter-American Affairs to Montevideo
Helman, Gerald B., International Organization Affairs to Geneva
Herlihy, John R., Rome to Foreign Buildings Office, Building Design and Construction Division
Hill, Barbara J., Iran to Tel Aviv
Holt, James W., Sinai Support Mission to Office of Security, Washington Field Office
Jackson, Antoinette C., Mexico to Guayaquil
Jarrell, Jerry R., Beijing to Pretoria
Johnson, Dale D., Nicosia to Bureau of Administration
Kamba, Lawrence F., Venezuela to Tripoli
Karris, Gustave, Bonn to Zagreb
Keith, Barbara E., Amman to Paris
Kelley, John E., Congressional Relations to Tokyo
Kennedy Jr., Marshall J., Frankfurt to Bangkok
Kennedy, Stephen W., Seoul to Yokahama
Keys Jr., John L., Abidjan to Yaounde
Knight, George E., Wellington to Seoul
Kostiw, Michael V., Montevideo to Inter-American Affairs
Langhaug, David Burton, Paris to New Delhi
Larre, Cynthia Frances, Paris to Hong Kong
Lauer, Thomas L., East Asian and Pacific Affairs to Shanghai
Lavigne, Beverly A., European Affairs to Port-O-Spain
Lawless Jr., Richard P., European Affairs to Vienna
Leininger, Wayne Stephen, Board of Examiners to Foreign Service Institute
Londono, Peter Vincent, Georgetown to International Organization Affairs, Office of Agriculture
Luchesa, Richard H., Mexico to Toronto
Marine, Michael W., London to Beijing
Marshall, David Bruce, Office of Security, Washington Field Office to Hong Kong
Mataka, John S., Dacca to Office of Communications
Matheron, Richard C., Addis Ababa to Mbabane
Matteson, Lois Jean, U.S. Mission to UN

to Foreign Service Institute

McGrath, Mary Margaret, Abu Dhabi to Wellington

McMahan Jr., Robert T., Quito to Bangkok

Meresman, Joseph, Geneva to Bureau of Administration, Office of Executive Director

Michaud, Dennis A., Damascus to Near Eastern and South Asian Affairs

Moore, Kathleen R., Switzerland to Doha

Morris, Henrietta, Lima to Sydney

Morris, Robert E., Office of Security, Los Angeles Field Office to Beirut

Mulcahy, Edward W., Near Eastern and South Asian Affairs to Inter-Governmental Assignment

Nelson, David D., Junior Officer Corps to Merida

Nemeth, Robert J., Seville to Intelligence and Research

O'Leary, John, Zaire to Bombay

Oakley, Gladys E., Tehran to London

Olsen, Arthur J., Brussels to European Affairs

Page, H. Charles, Madrid to Communications Center

Palladino, Lucy V., Johannesburg to African Affairs

Parker, John Anthony, East Asian and Pacific Affairs, China and Mongolian Affairs to Foreign Service Institute

Peer, Betty C., Nairobi to Cairo

Peters, Lee M., Comptroller's Office to Bangkok

Pollock, Mary S., Brussels to European Affairs

Rase, Glen R., Mexico to Economic and Business Affairs, Planning and Economic Analysis Staff

Rasmussen, Douglas K., Vientiane to East Asian and Pacific Affairs, Korean Affairs

Reed, Randolph, Buenos Aires to Rome

Reese, Lawrence R., Rome to Office of Communications

Reilly Jr., Edward F., Office of Communications to Manila

Riedl, Sheri S., European Affairs to The Hague

Riemer, Reynold A., U.S. Mission to UN to Economic and Business Affairs, Planning and Economic Analysis Staff

Rische III, Elwood B., Buenos Aires to Brussels

Roody, Rosalie N., Jerusalem to Nairobi

Rose, Julia S., Junior Officer Corps to Paris

Sadler, Paul, Seoul to Manila

Sallis, Joan C., Caracas to Beirut

Schenk, Mary Ann, Colombo to Belgrade

Servi, Allan J., Bonn to Office of Communications

Shinnick, Richard J., Turin to Rome

Sieverts, Frank A., Human Rights and Humanitarian Affairs to Geneva

Smith, James C., Athens to Monrovia

Smyth, Richard Henry, Afghanistan to Damascus

Sparshott, Richard O., Panama to Office of Security

Spiers, Ronald I., Ankara to Intelligence and Research

Stewart, Karen Brevard, Bangkok to Oceans and International Environmental and Scientific Affairs

Sullivan, James P., Rabat to Cotonou

Swain, Levia F., Office of Communications, Programs and Engineering Division to Karachi

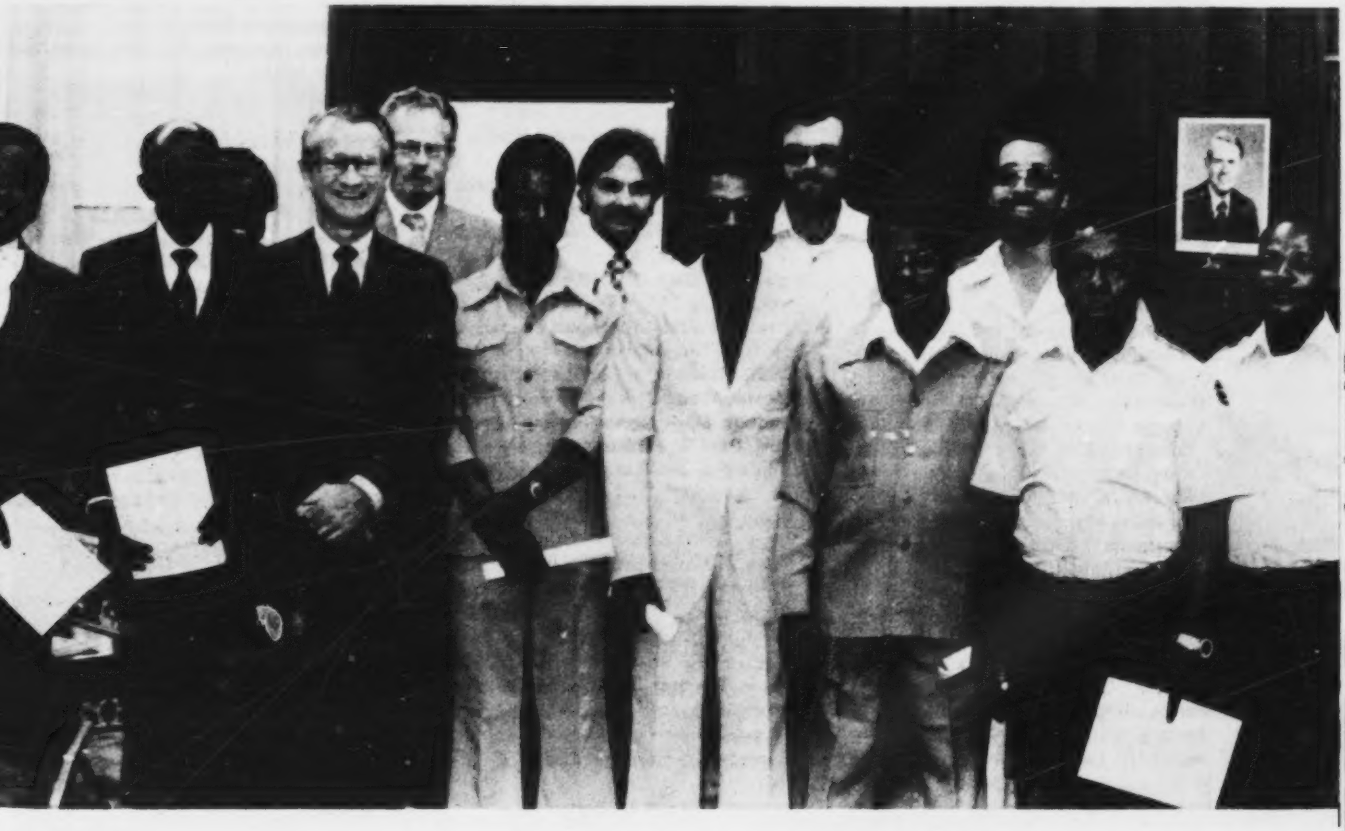
Sze, Daniel S., Nairobi to Foreign Buildings Office, Design and Construction Division

Thoren, E. Michele, Guatemala to Foreign Service Institute

Tokola, Mark A., Adana to European Affairs

Townsend, Lewis R., Central Treaty Organization to Buenos Aires

MONROVIA, Liberia—At awards ceremony, from left: *Adolphus K. Shannon, Charles H. Russell, Isaac B. Rue,* Ambassador *Robert P. Smith,* deputy chief of mission *Julius W. Walker Jr., Charles W. Stevens, Glenn E. Cartwright, Samuel M. Gibson, Paul J. Evan, Akanni Odutola, Kenneth J. Lampkins, James Z. Lavely, John A. Wilson.*



Voorhees, Jacqueline V., Rwanda to Paris
Wachob, James R., Mbabane to Frankfurt
Walker, Craig L., Kuwait to Near Eastern and South Asian Affairs
Waters, Rebecca Roberts, Paris to Kinshasa
Weber, Arnold R., Philippines to London
Wheeler, Diane M., Brasilia to Stockholm
Williams, Richard L., East Asian and Pacific Affairs to Guangzhou
Williams, Ronald M., Accra to African Affairs
Williams, Wallace Ray, Office of Security, San Francisco Field Office to Pretoria
Wolle, William D., Intelligence and Research to Abu Dhabi
Wood, William Braucher, Montevideo to Foreign Service Institute
Wurlitzer, Prescott Pabst, Santo Domingo to Stuttgart

RESIGNATIONS

Amatels, Jr., Roland P., Inter-American Affairs
Bernal, David V., Intelligence and Research
Boswell, Dorothy Ernestine, Havana
Bourgin, Simon Eliot, UN Conference on Science and Technology for Development
Butler, Sophia Lee, Havana
Callahan, Courtney T., Maracaibo
Cappadona, Harryette, Mexico
Chatman, Charles E., Bureau of Personnel
Cloud, Mary Elizabeth, Mexico
Cunningham, George Woody, International Organization Affairs
Demetre, Michael C., International Narcotics Matters
Diaz-Rodriquez, Martha A., Buenos Aires
Dwyer, Marguerite N., Mexico
Fratoddi, George M., Office of Security, Washington Field Office
Gallagher, William L., African Affairs
Goodner, Phyllis Hockaday, Caracas
Gratz, Carla M., Junior Officer Corps
Hawkins Jr., William C., Office of Security
Hormats, Robert D., Economic and Business Affairs
Kenny, Kathryn K., Caracas
Kiker, Ruth R., Copenhagen
Kile, Maria Filomena, Mazatlan
Kouremetis, Kallope G., San Jose
Landers, Richard K., Economic and Business Affairs, Office of International Commodities
Lerner, Louis A., Oslo
Li, Frances C., International Organization Affairs
Markle, Herbert H., Office of Security
Masters, Elizabeth J., San Salvador
McHartley, Labrentha Y., Lome
Miller, Elizabeth, Georgetown
Moss, Rosa M., San Jose

SUVA, Fiji—Consular section receives a group meritorious honor award. From left are Ambassador *John P. Condon*, *Sarafina Cox*, *Joan Samuels*, vice consul *James Webb Jr.* and *Michael Talauta*.

Moser, Joyce, Inter-American Affairs
Ness, Marjorie H., Mexico
Olsen, Edward A., Intelligence and Research, Northeast Asia Division
Popper, David H., Office of the Secretary, Panama Treaty Affairs
Robinson, Glen O., Office of Deputy Secretary
Rosell, Dolores Villasenor, Hermosillo
Taylor, J. Clagett, African Affairs
Tench, Theodore R., European Affairs, Soviet Affairs Division
Vasquez, Maria Christina, Guadalajara
Ward, Paul V., Bureau of Personnel
Wilkowski, Jean M., UN Conference on Science and Technology for Development
Wright, Azucena T., Bangkok

RETIREMENTS

Abboud, Shirley Z., Overseas Citizens Service
Arroyo, David S., Bogota
Bailies, Marcella Moss, Consular Affairs, Systems Applications Staff
Blumle, Mary Louise, Bureau of Personnel
Brunner, Margret L., Berlin
Decapua, Mario R., European Affairs
England, Robert A., Human Rights and Humanitarian Affairs
Ferguson, Kenneth P., East Asian and Pacific Affairs
Fotinakes, Dinny J., Passport Office, Los Angeles
Galloway, William J., Office of Under Secretary for Management
Giza III, Joseph A., East Asian and Pacific Affairs
Glennon, Joseph F., Office of Security, U.S. Mission to UN
Haselton, Mary Michelson, Intelligence and Research
Heino, Aune E., Canberra
Hoefler, Charles J., Bureau of Administration
Jones Jr., Earl M., Comptroller's Office
Keegan, Mary Ann, Management Operations
Langhorst, Jean R., European Affairs
McDonnell, James P., Office of Operations, Evacuation and Relocation Staff
Norred, Christopher A., Inter-American Affairs
Pedonti, Charles E., Inter-American Affairs
Pond, Anne K., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division
Santiano, Anthony Michael, Nassau
Tegethoff, Robert H., Intelligence and Research
Wahl, Theodore, A., Department of Treasury ■

low the Commissioning and Tenure Board works

HUME HORAN, chairman

The author is the senior deputy
istant secretary in the Bureau of
nsular Affairs.

HE Commissioning and Tenure
Board is a unique evaluating body
hin the Department. It has six
mbers. Four, through a balance of
lls and experience, represent the
ious cones. There is also a repre-
tative of the Civil Service, and a
irman. The board members are
ally at the FSO-3 level; the chair-
n is an O-1. Board members are
ointed for a three-year tour (but
sfers will probably drop the aver-
to less than that).

Members of the board, in addi-
to myself, are Miles Frechette,
3, political; Edmund M. Parsons,
3, economic; Rudolph L. Rivera,
, consular; Ruth Schimel, O-3,
inistrative; and Walter Townsend,
14, Office of Personnel Manage-
t (successor agency to the Civil
vice Commission). We were sworn
by the director general of the
Foreign Service. As individuals and as a body, however, we function independently of the Department's management. Our functions are performed in addition to, and apart from, our regular assignments. Most of our work—review of files, voting and discussion—takes place outside of usual working hours.

The board functions very differently from the regular Foreign Service selection boards. In the first place, we are always more or less in session. For reasons that go back to officers' entry dates, there may be more cases up for review in June and December than in other months, but there are some files to be reviewed almost every month.

The board, moreover, differs fundamentally from the selection panels in the kind of decisions it makes. It does not select people for tenure against any specific vacancies that might arise for tenured officers. Furthermore, it does not make the extremely fine judgments between officers that a promotion board must do in establishing a rank-ordering of officers within a class. Rather, the board is required to ask itself whether a probationary officer has shown "potential to perform effectively across a normal career span reaching up to and including Class 3."

It would be very difficult to rate probationary officers accurately by rank order on the basis of two or three years' worth of material in their files. The board, however, has found that this material is usually sufficient to answer the much more general question of whether or not an officer has the potential to become the civilian equivalent of a military full colonel.

Probationary officers and their supervisors might be interested in how the board does its work. Each month the performance files of pro-

Board members are, from left: *Edward M. Parsons, Walter L. Townsend, Hume Horan, Rudolph Larry Rivera* and *Miles Frechette*. In center is *Jacqueline R. Smith*, executive secretary. Board member *Ruth M. Schimel* was absent when photo was taken.

bationary officers up for review are updated with the latest materials by the Office of Performance Evaluation. The Commissioning and Tenure Board meets to consider these files as soon as 20 to 40 of them are fully up to date.

The review of an officer's candidacy begins with a reading of his personnel abstract report (PAR) card. This outlines a candidate's education, language skills, aptitudes, record of assignments, and, sometimes, onward assignment. Panel members will then read the candidate's performance file. The latest reports receive the most careful attention, but all of the file is reviewed.

Files are read in random order to avoid any possibility of "alphabetism." Files are voted on as follows: Members of the board are asked in turn whether a probationary officer should on that occasion be granted tenure. The chairman votes last. A minimum of four votes is needed to bring a candidate in. Accordingly, if three members of the panel vote against the candidate, his entry is put off at least until the next cycle of review.

Any member of the panel may table a case for discussion, whether the candidate has obtained the necessary four votes for entry or not. If the vote is 4-2 or 5-1 against, discussion may or may not take place. In the case of tied votes—3 for and 3 against—there is always discussion and review. If, after such a discussion, a candidate's vote total has not changed, that candidate will not have been granted tenure.

The voting is rapid, and discussion of cases—when requested or necessary—occurs after the voting session. New members of the panel remark on the high degree of consensus reflected in most cases. Out of, let us say, 100 cases, probably not more than 10 require discussion. Panel members may in no circumstances bring to the discussion information not in the files.

The board has not been in existence long enough to have yielded statistics on how many officers achieve tenure during their four-year probationary period, or how many do not and are separated from the Service. In a few exceptional cases, applicants will be granted tenure after two years on a job. It is more common, however, for applicants to receive tenure after approximately three years on the job (which will normally include all of one assignment, and perhaps a year of another).

Assignment guidelines

In accordance with FAMC 749 (April 24, 1978) and as agreed on by the Department and the American Foreign Service Association, assignments of career candidates follow these guidelines:

(1) The candidates should serve in at least two, preferably three, functional fields. This experience should be accrued at two different posts, at least one of them abroad.

(2) Nonconsular-cone candidates should serve at least one year in their tentative functional fields.

(3) All career candidates, regardless of tentative cone, should serve in consular work.

Each file gets a fresh look each year. No effort is made by board members to research how they voted on a candidate in a previous year. Besides, with hundreds of cases passing through the board each year, it is not likely that one case would stand out from the others after a year's time.

We estimate, however, that a large majority of applicants will be granted tenure at some time during their four-year probationary period. It should not be otherwise if the very rigorous screening process to which these candidates have already been subjected is valid. The board may recommend an extension of one year if special circumstances warrant, e.g., an assignment pattern that clearly has not allowed a candidate to exhibit fully his or her potential.

What qualities does the board look for, and what makes an applicant more or less likely to be given tenure? Some assignment patterns appear more advantageous to a candidate than others—though not necessarily along the lines that many Foreign Service people might suppose.

Many probationary officers begin their Foreign Service work in consular sections. The board has found that this early experience is useful and revelatory in measuring the candidate's level-headedness, diligence, coolness, stamina, practical judgment and attention to detail. Good potential for managerial work, also, may more early be displayed in a consular assignment than in many others.

Assignments outside the Foreign Service mainstream may sometimes be less advantageous. Details to other agencies, such as Labor, Commerce, the UN, even ICA, may leave unanswered in the minds of the board the question of how a candidate will perform in functions that are very specific to the standard needs of the Foreign Service. An absence on leave without pay leaves the board with little to grasp at; periods of long-term training, unfortunately, also do not tell the board as much as it might wish about a candidate's interpersonal/leadership/intellectual/managerial abilities.

The board in general finds that more of an officer is revealed and brought out during an overseas assignment than a domestic one. The board will certainly not delay a favorable decision on an officer for the sole reason that an officer has not had the chance to serve overseas. It is rather that an overseas assignment represents more of a total immersion in a Foreign Service setting, and the "resolution" of the picture of the rated officer is sharper and more detailed. Likewise, the officer who does well in a multi-faceted job at a hardship post may expose more aspects of performance for evaluation than an officer in a large and comfortably stable European mission—unless the latter officer participates in a conscientiously-designed rotational program.

There is one further special circumstance wherein the panel may sometimes be inclined to defer a positive tenuring decision at least until the third year of an officer's performance, despite an excellent performance at the conclusion of two years on the job. This may occur when an officer brings to the Foreign Service an already considerable professional formation, and then is assigned a Foreign Service job that very nearly matches the candidate's job or function in private life. This can also be true for Mustang candidates who are assigned to the same function they were performing before they entered the junior officer program. It is sometimes more difficult to find long-term career potential in a one-function background than in a record reflecting excellence in several areas of responsibility.

Foreign language competence may also be a positive, though not a primary, factor in the board's consideration. The board may—and does—recommend language probationers for career status, but tenure may not be granted until foreign language requirements have been met.

What sort of performance commends a candidate to the Commissioning and Tenure Board? To begin with, candidates may be reassured to know that there is no correlation between tenure decisions and the various cones to which candidates are provisionally assigned. Nor do the members of the board "vote their cone." Members of the board, regardless of the cone in which they work, will consider more the general fitness of a candidate rather than a proven ability to perform to the O-3 level in a particular cone. In practice, candidates usually will have at least one tour or partial tour in the cone to which they are tentatively designated. But officers may be granted tenure without ever having served in their designated cone.

We value reports that are frank and specific. A report that is long on adjectives and short on nouns—full of glowing generalities but weak on specifics—does not help the candidate. It may not help the rating officer either, since the commissioning board recommends that statements of deficiency be placed in the files of rating or reviewing officers that it finds to be especially unhelpful. The board looks more closely at potential than performance—this is, after all, the test it must apply. It finds the comments of deputy chiefs of mission, acting as rating officers, an important additive, reflecting the balance and perspective of a senior viewpoint. The board finds the candidate's self-appraisal statement—now incorporated as Section VI in the revised efficiency report—helpful and significant.

The board attempts to give equal weight to the four rated Foreign Service skills: interpersonal, leadership, intellectual and managerial. It seems to be the nature of junior officer assignments, however, that interpersonal and intellectual skills can more quickly emerge than leadership and managerial skills. The board is not favorably impressed by evidence that a candidate cannot write or speak clearly and persuasively, particularly when the need for improvement has been earlier brought to the officer's attention. The board is even less favorably impressed by officers whose files reveal a pattern of turbulence, rigidity, unsociability, self-importance or intolerance in relations with foreign nationals and fellow workers.

The board urges candidates to seek frank counsel from rating and rated officers. An officer whose performance needs improvement should not be allowed to believe his case is stronger than it is by the manner in which he reads faint or qualified praise, or because some qualities have not been fully observed.

Candidates and rating officers are urged to read carefully the statement of purpose on the candidate's evaluation report (CER), the precepts for the Commissioning and Tenure Board (FAMC 751, dated May 8, 1978) and to apply themselves carefully to completing in time the candidate evaluation report. Reports should be submitted on time, and preferably not by telegram—reports submitted by cable are difficult and unattractive to read. Rating officers may find preparation of evaluation reports on probationary candidates tedious. For the good of the Service, however, and for that of the officers involved, the job needs to be done well.

Candidates and their rating officers should try to accommodate as much varied experience within a work assignment as possible. This may involve volunteer efforts at travel or biographic reporting, or serving as a control officer for a congressional delegation. Above all, candidates should give their best effort at whatever the job they are in. Some of the more impressive performances the board has reviewed were those of officers who occupied jobs where the element of "sheer slog" was considerable. It is unoriginal, but true, to say that the value of a Foreign Service job to a Foreign Service officer's development is parimarily determined by the energy, imagination and dedication with which he undertakes it.

Finally, let us say that candidates should like Foreign Service life. There is no need to romanticize foreign peoples and cultures, but unless one finds living and working with them interesting and perhaps even exciting, candidates may not be able to commit themselves very effectively to a difficult and highly competitive profession.

Officers recommended for tenure

The Commissioning and Tenure Board, in its most recent actions, has recommended the following Foreign Service officers for tenure. The performance files of the officers are now being reviewed by the Class 6 Selection Board.

November session

Behrend, Richard W.
Benefiel, Michael J.
Billson, Patricia
Brown, Warrington E.
Dembski, Sandra A.
DeThomas, Joseph M.
Gallogly, Stephen J.
Garrison, Richard A.
Harkness, Edward
Hays, Dennis K.
Jacobs, Michael A.
Keller, Richele
Kish, Stephen C.
Kline, Paul C.
Martin, Joan C.
McIntyne, Kevin J.H.
Mercurio, Sharon K.
Nesberg, Rosil A.
Osterman, William A.
Ries, Charles P.
Rosenblatt, Josiah B.
Shinnich, Richard J.
Struble, James C.
Thoren, E. Michele
Tokola, Mark A.
Tracy, Laurie J.
Vaden, Peter B.
Woodruff, Larry L.
Wurlitzer, Frances F.

December session

Blood, Brian John
Bolton, Deborah A.
Boyce, Ralph L.
Cohen, Charles
Craft, William I.
Davenport, W. N. Jr.
Frost, Gregory T.
Gregoire, J. Philippe
Jury, Allen G.
Kong, Allen Sung Hu
Louis, Jean Anne
Mann, Steven Robert
McKeon, Robin R.
Michal, Edward J.
Miller, James Brent
Miller, Richard T.
Millin, John A., III
Moriarty, James F.
Sarofeen, Robert A.
Thompson, Joanne M.
Weber, Daniel P.
White, Steven J.

1979 promotion statistics for Foreign Service employees

THESE STATISTICS show the average age, time-in-class and length of service of personnel promoted last October by the 1979 selection boards, and those eligible but not promoted. The data is most useful for an analysis of FSO promotions, since in this pay category it concerns employees who are engaged in similar work and generally are in competition with each other for promotions. This is also true in the FSR/RU and FSS pay categories for the statistics that are broken out for the secretarial, communications and security personnel.

"There are many different patterns that emerge from these figures, but perhaps their strongest overall characteristic is that of homogeneity—the lack of wide deviation by any one group from the classwide norms," says Edmund De Jarnette of the Department's Office of Performance Evaluation. "In previous years when these statistics were calculated by hand, it was not feasible to compare the average age and time-in-class of the promotees with these averages for the rest of the class. But thanks to the development of these statistics by computer this year, they can now serve as a standard of comparison for future analyses of promotions."

All figures are in years:

FSOs

	Average Age		Time-in-Class		Length of Service	
	Prom	Elig	Prom	Elig	Prom	Elig
FSO-2						
Prog. Dir.	48.2	51.1	3.8	4.0	21.3	23.7
Admin.	47.7	51.0	3.7	4.2	17.4	22.3
Consular	52.3	53.6	4.7	4.3	27.5	27.0
E/C	45.9	52.8	4.1	4.8	19.7	24.3
Political	49.4	52.5	3.6	4.2	20.8	24.5
Total	48.3	52.0	3.9	4.3	20.9	24.1
FSO-3						
Prog. Dir.	42.3	47.3	4.5	6.3	15.5	20.3
Admin.	46.0	49.5	4.1	4.4	17.2	19.1
Consular	48.7	50.5	5.6	4.7	20.9	22.1
E/C	44.8	47.0	5.5	4.6	17.0	19.5
Political	45.6	46.8	5.1	4.8	18.5	19.6
Total	45.5	47.5	5.1	4.7	17.9	19.7
FSO-4						
Admin.	47.5	45.7	5.1	3.7	17.8	17.1
Consular	45.4	42.6	5.4	3.7	17.5	15.5
E/C	41.3	40.7	5.9	4.9	15.5	14.4
Political	41.9	41.5	6.5	5.0	16.3	15.6
Total	42.8	42.1	6.0	4.6	16.3	15.4
FSO-5						
Admin.	38.5	39.2	4.6	3.7	11.8	11.3
Consular	38.0	38.6	4.7	3.5	10.2	10.2
E/C	35.5	34.8	4.7	3.4	9.9	8.4
Political	37.0	35.9	5.8	4.3	10.6	9.1
Total	36.9	36.9	5.0	3.8	10.4	9.6
FSO-6						
Admin.	33.3	34.1	2.5	2.3	5.5	5.1
Consular	36.4	33.3	2.8	2.1	5.2	5.1
E/C	30.3	30.7	2.5	2.3	4.6	4.5
Political	33.0	32.6	2.6	2.3	3.7	4.6
Total	33.2	32.7	2.6	2.2	4.9	4.8

FSR/RUs and FSSs

FSR/RU-2						
Total	50.3	50.9	2.0	4.4	4.5	8.4
FSR/RU-3						
Total	40.6	49.8	2.0	2.8	2.9	8.6
FSR/RU-4 & FSS-2						
Comm.	47.3	50.4	4.7	4.4	22.8	20.1
SY	42.6	44.0	4.3	3.4	12.5	10.2
Total	45.5	46.4	3.1	3.3	10.6	10.4
FSR/RU-5 & FSS-3						
Comm.	40.8	46.2	4.7	3.8	16.7	17.0
SY	37.7	37.1	2.4	2.1	6.4	5.8
Total	40.6	45.2	2.7	2.9	10.4	12.2

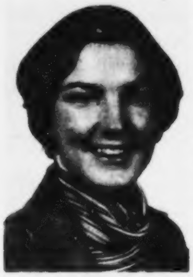
—*(Continued on next page)*

On officer evaluation reports

A videotape on writing officer evaluation reports (OERs) is being distributed to Foreign Service posts. It features a discussion by former selection board members on how OERs affect board decisions. The videotape is one in a series being produced by the director general's NEWSLETTER and Information Office, with the cooperation of the Office of Performance Evaluation.

Vice consul is commended

Foreign Service officer Judith A. Ryan, vice consul at the U.S. consulate general in Munich, Federal Republic of Germany, has been commended by the Public Prosecutor's Office of Wuerzburg for her work with some 50 American citizens incarcerated in Bavarian prisons.



Ms. Ryan

The German authorities said in a letter to Ms. Ryan: "It is owing to your endeavour . . . that the contacts between our authorities have developed into more than a mere professional relationship . . . You have rightfully received thanks and approval from the courts."

—(Continued from preceding page)

	Average Age		Time-in-Class		Length of Service	
	Prom	Elig	Prom	Elig	Prom	Elig
FSR/RU-6 & FSS-4						
Comm.	40.1	44.3	4.1	3.4	13.6	16.3
SY	32.6	33.5	1.2	1.2	3.8	3.9
Total	37.2	43.9	2.1	3.1	7.8	13.2
FSR/RU-7						
Comm.	38.0	42.3	2.5	2.1	13.4	15.0
Total	41.0	41.9	1.9	2.1	7.4	12.8
FSS-5						
Secret.	51.6	50.0	9.4	5.6	22.0	18.1
Comm.	45.4	45.3	5.6	4.4	17.0	16.8
Total	47.6	48.5	5.9	5.2	17.2	17.6
FSR/RU-8						
Comm.	35.7	36.3	1.8	2.0	8.9	7.6
Total	34.4	35.0	2.1	2.0	7.4	8.8
FSS-6						
Secret.	45.5	45.4	6.9	5.1	14.0	13.2
Comm.	40.3	41.2	5.7	4.2	13.8	13.3
Total	44.1	44.2	6.5	4.8	13.9	13.2
FSS-7						
Secret.	39.4	41.6	3.2	3.1	6.9	7.3
Comm.	34.9	37.5	1.4	1.9	6.1	7.2
Total	38.0	41.0	2.6	2.9	6.6	7.3
FSS-8						
Secret.	34.9	37.0	2.1	1.8	2.9	2.3
Comm.	34.9	34.8	1.4	1.7	2.4	2.8
Total	34.9	36.4	1.8	1.8	2.7	2.5

FOREIGN SERVICE NOMINATIONS

The Senate received the following nominations on February 22:

Appointment as FSIO-3, consular officer, and secretary

Michael Joseph Gould

Appointment as FSO-4, consular officers, and secretaries

Francine L. Bowman
Franklin D. English

Promotion from FSO-6 to FSO-5

W. Robert Pearson

Reappointment as FSO-5, consular officer, and secretary

Claretta K. Scott

Appointment as FSO-5, consular officer, and secretary

John G. Cook

Promotion from FSO-7 to FSO-6

John Charles Boehm Jr.
Lawrence James Goodrich
Laurie A. Johnston
Christopher William Murray

Appointment as FSO-6, consular officers, and secretaries

John Albert Collins Jr.
Mary Ann Kekich
Louis A. McCall
Joseph Bernard Nowell
Earle St. Aubin Scarlett

Appointment as FSIO-6, consular officers, and secretaries

David Kurakane
Yolanda Maria Martinez Robinson

Appointment as FSIO-7, consular officers, and secretaries

David R. Andresen
Donald M. Bishop
Robert J. Callahan
David Ettinger
Thomas F.X. Haran Jr.
Hugh Isidro Kottler
Laura L. Livingston
Paul Malamud
John D. Roney
Louis Segesvary
Michael W. Seidenstricker

Appointment as FSIO-8, consular officers, and secretaries

John F. Burgess
William C. Graves
Gregory Lagana
Jeffrey C. Murray
Edward H. Platte

FSR to be consular officer

William L. Day

FSRs to be consular officers and secretaries

Nicholas Banks
Cynthia J. Burgstaller
Clayton L. Cowart
Don C. Eller
William E. McCarthy
Walter J. McIntosh
Terry V. McIntyre
Susan E. McKenzie
Alfreda E. Meyers
Stephen W. Moore
James J. Porter
Susan Prindeville
Frank A. Sieverts
John Tingle Jr.

FSRs who are candidates for appointment as Junior FSOs, to be consular officers and secretaries

Grant Douglas Aldonas
Bernadette Mary Allen
Sharon E. Armour
Vivienne Zoë Ascher
John Kenneth Bauman
Brent Edward Blaschke
Jonathan P. Brecht
Patricia A. Butenis
Robert Andrew Callard
Peter H. Chase
Francis Sargent Cheever Jr.
Harlan K. Cohen
Maurice M. Cook
Philip Stanhope Covington
Daniel David Darrach
James D. Earl
Eric Steven Edelman
Laura Patricia Faux
Peter H. Flournoy
Alfred F. Fonteneau
Gerard M. Gallucci
Cassie Louise Ghee
Gerald Hanisch
William N. Harlow
Joan Leslie Harrell
N. Nicholas Hendershot
Cassius Clay Johnson
Daniel F. Keller
Mary Jean Kelly
J. Christian Kennedy
Ronald James Kramer
Jerry W. Leach
Joseph Evan LeBaron
John W. Lowe Jr.
William E. Lucas
Katharine S. Mitchell
Kenneth Morgan Peoples
Ross Petras
Gregory V. Powell
Jo Ellen Powell
Jon R. Purnell
Eunice S. Reddick
J. Royal Roseberry III
Gregory W. Sandford

E. Webb Spradley
Jacques Stanitz III
Eleanor Bly Sutter
John C. Tucker
David Randall Van Valkenburg
John Raymond Walser
Karen Ann Widess
Mark S. Woerner
Alejandro Daniel Wolff

FSRs to be secretaries

John Charles Jamieson
Daniel P. Serwer
Jonathan D. Stoddart

FSSOs to be consular officers

Alma Frances Engel
Albert P. Ishkanian
William E. Kohlenbush Jr.
Helen M. Lynch
Helene F. O'Shaughnessy ■

Labor officers: an exchange of memos between Barnes, Blackman

The following correspondence, between Harry G. Barnes Jr., director general of the Foreign Service, and Herbert N. Blackman, acting deputy under secretary of labor, is published for the information of Department employees.

Mr. Blackman wrote:

We were very much concerned to read an interpretation by the Department of State of the Selection Board precepts in the October 1979 issue of the Department of State NEWSLETTER which would appear to be inaccurate and misleading.

I refer to the following passage from Grievance Case #349 which is summarized on page 38:

"The agency also pointed out that all of the grievant's experience had been in the narrow labor field, whereas selection board precepts stressed versatility as an important criterion for promotion."

This characterization of the precepts is not consistent with their actual provisions which for many years have contained a paragraph along the following lines:

"The Board of the Foreign Service, cognizant of the need for specialists, acknowledges the importance of attracting and assuring the availability of highly qualified employees in needed areas of specialization such as labor affairs and commerce and trade promotion, among others. This should be given due regard in determining the ranking of such employees." (Selection C.1.d., Precepts for 1977 Foreign Service Selection Boards.)

Moreover, labor is not a "narrow" field since it cuts across artificial political and economic bureaucratic divisions and involves coordinating development cooperation and information programs as well as reporting.

I am afraid that the discriminatory attitude against labor officers which is already so pervasive in the Foreign Service may spread even further as a result of this apparent sanction. Accordingly, I request that you publish a clarification in the Department of State NEWSLETTER that would correct any misunderstanding about the official policy toward promotion of labor officers that may exist on the part of these officers, their supervisors, or potential Labor Attache candidates.

Ambassador Barnes replied:

I regret the delay in my reply to your memorandum of December 3. It was necessary to review the full record from the Grievance Board to be able to properly address your concerns, and the preparation of that record took substantial time. After having reviewed that record, I do not believe that the informal summary comments to which you refer in your memorandum should either be interpreted literally or be accorded high impact because of their inclusion in a summary of grievance proceedings in the State Department NEWSLETTER. Nor can I accede to your judgment that there is a "pervasive" . . . "discriminatory attitude" against labor officers in the Foreign Service.

I think that experience demonstrates that in terms of both acceptance and opportunity, labor officers enjoy full career benefits in the Foreign Service. The Precepts for the 1979 Selection Boards attempted to make the Department's position clear. They stated:

"There is a continuing need for highly qualified Foreign Service officers to support the international programs and activities of agencies other than State/AID/USICA. These include in particular those agencies which, like the Department of Commerce and Labor, do not have their own personnel overseas and are dependent upon the unified Foreign Service in this regard. The Foreign Service is charged with the responsibility to provide needed overseas support for the operations of these agencies. Accordingly, the Selection Boards shall give credit for service in these specialized areas and shall take the specialized requirements of these agencies into account in determining those employees qualified for promotion."

The summary statement from the NEWSLETTER does accurately reflect the Department's assertion in this case that Selection Board Precepts stress identification for promotion of officers whose versatility and diversified experience enlarge their capacity to assume greater responsibility and leadership. However, it is significant that the Department's primary defense was that the grievant had been consistently rated as average or below average in major responsibilities of his labor specialty. Most importantly, the finding of the Grievance Board in denying a retroactive promotion does not depend at all on the question of "overspecialization," but is based on the determination that Selection Boards had not promoted the grievant because of the record of weaknesses in his performance. It should also be pointed out that the grievant was promoted by a subsequent Selection Board although his record of specialized labor assignments had not changed.

While I do not share your conclusions, in deference to your concerns I have asked that your memorandum and this response be printed in the next issue of the NEWSLETTER as you requested. There should be no doubt that the Department places high value on the work of labor attaches and is prepared to take all necessary measures to insure that officers performing this important function, whether as a career interest or as a single assignment, are accorded full credit for their efforts. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-14

Roland F. Gahn, Office of Operations, General Services Division.

GS-13

Eugene E. Briggs, Passport Office.

GS-12

Alice L. Harris, Foreign Affairs Document and Reference Center, Records Management Staff; **Carolyn S. Lowengart,** Management Operations; **Myra A. Martin,** Bureau of Personnel, Office of Position and Pay Management; **Arthur Paul Stratton Jr.,** Foreign Service Institute.

GS-11

Janice E. Burke, Bureau of Personnel; **Jeanne H. Calhoun,** Foreign Affairs Document and Reference Center, Directives Staff; **Dianna S. Gibb,** Bureau of Personnel, Office of Performance Evaluation; **Brigitte Lent,** Language Services Division.

GG-11

Naime J. Owais, Foreign Service Institute.

GS-9

Gregory K.O. Davis, Public Affairs, Office of Public Communication; **Deirdre E. Gallery,** Foreign Affairs Document and Reference Center, Document Analysis and Processing Division; **Kristen Halwax,** Intelligence and Research, Cartography Division; **Dana J. Johnson,** Public Affairs, Office of Historian; **Sheila M. Meegan,** Passport Office; **Dorothy Carol Miller,** Foreign Service Institute; **Michael A. Sprung,** International Organization Affairs.

GS-8

Lillian Pleasant, European Affairs; **Michael A. Quinn,** Information Systems Office, Foreign Affairs Data Processing Center; **Reba G. Rhyne,** Consular Affairs, Overseas Citizens Services.

GS-7

Patricia A. Broe, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards; **Andrea L. Conover,** Bureau of Personnel; **Gregory J. Dadamio,** Bureau of Personnel, Office of Civil Service Career Development and Assignments; **Nancy Kay Finn,** Passport Office; **Isabelle B. Gross,** Intelligence and Research; **Maria P. Guida,** Protocol; **Joseph H. Harris, Jr.,** Passport Office; **Marilyn A. Harris,** Foreign Affairs Document and Reference Center, Document Analysis and Processing Division; **Emma Jean Hollins,** Passport Office; **John Jones,** Intelligence and Research; **Richmond T. Kingman, Lenell R. Kypfer** and **Frank Joseph Lastowski,** Passport Office; **Lourdes Lopez,** Inter-American Affairs; **Patricia R. Magin,** Foreign Affairs Document and Reference Center, Document Analysis and Processing Division; **Sharon Murphy,** Comptroller's Officer; **Alison K. Plotsky,** Public Affairs, Office of Public Communication; **Shelly L. Rahmani,** Near East and South Asian Affairs; **Yetta S. Stasko,** Passport Office; **Yevette M. Waters,** Bureau of Personnel.

GG-7

Carl C. Ash, U.S. Mission to UN.

GS-6

Patricia A. Bartee, Intelligence and Research; **Gail S. Carroll,** Bureau of Administration; **Joanne C. Christian,** European Affairs; **Irene G. Hill,** West African Affairs; **Jewel D. Holman,** Office of Operations; **James F. Howard,** Comptroller's Office, Office of Finance; **Annelise G. McCoy,** Inter-American Affairs.

GS-5

Roderick J. Bernitt, Comptroller's Office, Office of Finance; **Eugene Blocker,** Pouch and Courier Operations Division; **Jacqueline D. Crymes,** Office of the Secretary; **Donald M. Daymont,** Pouch and Courier Operations Division; **Gralyn D. Hamilton,** Comptroller's Office, Finance Office; **Loretta R. Harris,** African Affairs; **Dorothy G. Hibben,** Passport Office; **William J. Hinson,** Comptroller's Office, Finance Office; **Barbara A. Johnson** and **Patricia A. Ponger,** Passport Office; **Cynthia H. Preloh,** Bureau of Administration, Overseas Schools Office; **Michele Robinson,** Pouch and Courier Operations Division; **Nancy A. Sennewald,** Passport Office.

WG-5

Edward E. Stanley, Foreign Service Institute.

GS-4

Tonie G. Brent and **Emily R. Butler,** Pouch and Courier Operations Division; **Linda M. Fletcher,** Bureau of Personnel; **Lillie A.E. Herring,** Passport Office; **Gametta D. Perry,** Comptroller's Office, Office of Finance; **Betty J. Powell,** Inter-American Affairs; **Mildred Lois Schell,** Foreign Service Institute; **Harold J. Slaughter Jr.,** Near East and South Asian Affairs; **Tanya M. Thomas,** Comptroller's Office, Finance Office; **Paula J. Watson,** Office of Operations, Supply and Transport Division.

GS-3

Terri Patrice Booker, Debra C. Clark, Rosa Aurelia Degerman, Trina F. Gulley, and **Patrice Johnson,** Passport Office.

NEW APPOINTMENTS

Adams, Ann Elaine, Passport Office
Adams, Lisa Jane, Passport Office
Anteblian, Margaret S., U.S. Mission to UN
Beck, Nancy L., Public Affairs
Blake, Robert R., Administrative and Clerical Pool
Bobal, Betty Mary, Medical Services
Boyd, Ida Elizabeth, East Asian and Pacific Affairs, Office of Executive Director
Bridges, Brenda Kay, Passport Office
Brooks, Carolyn O., Politico-Military Affairs
Byrd, Steven E., U.S. Mission to UN
Chase, Delores C., Passport Office
Cioni, Michael Louis, Passport Office
Clark, Kathleen Francis, Passport Office
Cola, Rena C., Administrative and Clerical Pool
Dabbah, Grace, U.S. Mission to UN
Dauer, Elaine Jo, Information Systems Office, Systems Design and Programming Division
Di Bari, Deborah Anne, Foreign Service Institute
Dickerson, Carman Ann, Office of Comptroller, Finance Office
Dietrich, Gary D., Intelligence and Research, Near East Division
Ehrman, Sylvana, Foreign Service Institute
Eigner, Lillian A., Passport Office
Finn, David, Office of Communications, Programs and Engineering Division
Fishenden, James A., Office of Comptroller
Garoutte, Robert L., Passport Office
Gergely, Valer, Foreign Service Institute
Gillis, Jane Considine, Operations Division, Office of Operations, General Services Division

Giszczynski, Barbara M., Passport Office

Gordon, Stan K., Pouch and Courier Operations Division

Hagen, Trudy Frederica, Foreign Service Institute

Holton, Pamela, European Affairs, Office of Eastern European Affairs

Howard, Elizabeth A., Administrative and Clerical Pool

Howley, Dennis C., Intelligence and Research, Near East Division

Johnson, Cynthia P., Passport Office

Johnson, Mark D., Passport Office

Kaminski, Michele L., Administrative and Clerical Pool

Kiker, Ruth R., International Organization Affairs, Office of Permanent Representative to UN

Lake, William T., Office of Legal Adviser

Lancaster, Carla Aletha, Office of Security, Washington Field Office

Leong, Jain T., Office of Communications, Programs and Engineering Division

Limberg, Wayne P., Intelligence and Research, Eastern Europe Division

Marshall, Doris D., Office of Security

Mason, Keila P., Passport Office

Massey, Richard C., Office of Chief of Protocol

McMahon, Colleen, U.S. Mission to UN

McCall, H. Carl, U.S. Mission to UN

Money, Brenda M., Passport Office

Noble, James E., Pouch and Courier Operations Division

Novak, Darla I., Visa Office

Novak, Irene Rose, Public Affairs, Office of Public Communication

Ojeda, Maria Teresa, Passport Office

Oravec, Elizabeth L., Passport Office

Pallas, Karen Ann, Passport Office

Palmieri, Victor H., Office of the Secretary, Office of Ambassador-at-large and Coordinator, Refugee Affairs

Pappas, Evelyn D., Public Affairs

Patrick, Deborah Lynn, Passport Office

Perkins, Valerie V., Office of Security, Protective Liaison

Petty, Michelle W., Foreign Service Institute

Pierce Jr., Harvey W., Administrative and Clerical Pool

Ponting Jr., Harry T., Administrative and Clerical Pool

Proctor, Kimberly U., Office of Security, Washington Field Office

Prynada, Iwan, Office of Operations, Supply and Transportation Division

Robinson, Tanya W., Pouch and Courier Operations Division

Rodgers, Janet W., U.S. Mission to UN

Rodriguez, Felix A., Passport Office

Rojas, Sandra Margarita, Passport Office

Scales, Carl D., Pouch and Courier Operations Division

Silberstein, Fanchon Jean, Foreign Service Institute

Sommers, Joan P., Office of Operations, General Services Division

Stephens, Sabiha M., Economic and Business Affairs, International Trade Policy Office

Tevlowitz, Steven Marik, Passport Office

Vido, Janet Ann, Bureau of Personnel, Civil Service Career Development and Assignments Division

Villegoureix-Ritaud, P., Foreign Service Institute

Voronina, Lydia V., Foreign Service Institute

Welden, Elizabeth Ann, Foreign Service Institute

White, Adrienne I., Passport Office

Williams, Audrey J., Passport Office

Yurukoglu, Fatma Lale, Foreign Service Institute

Zedalis, Paul E., Pouch and Courier Operations Division

Zoetis, Phyllis Ann, Foreign Service Institute

REASSIGNMENTS

Albamonte, Elena M., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division, to Public Affairs

Ballard, Barbara J., Administrative and Clerical Pool to Economic and Business Affairs, Textiles Division

Bridges, Virginia A., Economic and Business Affairs, Tropical Products Division, to Bureau of Personnel, Civil Service Career Development and Assignments

Byrnes, Robert S., Oceans and International Environmental and Scientific Affairs to Management Operations

Hanson, Ann R., Foreign Affairs Document and Reference Center, Publishing and Reproduction Division, to Public Affairs, Office of Public Communication

Kreczko, Alan J., Office of Legal Adviser to Office of the Secretary, Office of Special Representative of the President.

Lamb, Lynne Dorothy, Administrative and Clerical Pool to Bureau of Personnel, Foreign Service Career Development and Assignments

Lawrence III, David B., Public Affairs, Office of the Historian to Press Office

Monaco, Loretta, Administrative and Clerical Pool to Bureau of Personnel, Office of Recruitment, Examination and Employment

Perkins, Linda B., Passport Office to Office of Security

Pettaway, Joanne M., Intelligence and Research to East Asian and Pacific Affairs

Plaag, Gary Kenneth, Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division

Powell, Susan Jane, Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs

Sanger, Karl W., Information Systems Office to Office of Comptroller, Finance Office

Steuart, Darnall C., Near East and South Asian Affairs to Foreign Affairs Document and Reference Center, Document and Reference Division

Turpin, Leigh, Foreign Affairs Document and Reference Center to Bureau of Administration, Allowances Staff

RESIGNATIONS

Abbott Jr., Walter R., Communications Center

Alexander, Kym, Office of Comptroller, Finance Office

Amerine, Lynda Marlene, Passport Office

Barra, Richard K., Office of Communications, Programs and Engineering Division

Benson, Lucy Wilson, Office of Under Secretary for Security Assistance, Science and Technology

Bilal, Devonne T., Consular Affairs, Office of Management and Administration

Bishop, Lucinda E., Foreign Service Institute

Bonner III, Douglas G., Near Eastern and South Asian Affairs, Office of Executive Director

Booth, Suzanne D., International Organization Affairs, Office of Agency Director for Agriculture

Brannum, Nathaniel, Office of the Secretary, Office of Special Representative of the President

Brauner, Cheryl A., Public Affairs, Office of Executive Director

Burkholder, Deidra A., Pouch and Courier Operations Division

Campbell, Dorothy W., East Asian and Pacific Affairs

Cheng, Yvonne J., Consular Affairs

Childs Jr., William M., Pouch and Courier Operations Division

Copeland, Laura J., Budget and Finance, Office of Finance

Cornnor, Sharon V., International Organization Affairs, Office of Permanent Representative to UN

Crayton, Beverly A., Bureau of Administration, Office of Overseas Schools

Darnell, Donna L., Near Eastern and South Asian Affairs, Office of Executive Director

Davis, Patricia L., Office of the Secretary, Office of Executive Director

Delly, Theresa M., Office of the Secretary, Office of Executive Director

Dfieghardt, Elizabeth F., Office of Chief of Protocol

Dozier, Bruce E., Bureau of Consular Affairs, Overseas Citizens Services

Duhart, Frances I., Passport Office

Evans, Ann E., Office of Department Duty Officer, Operations Center

Everett, Shirley A., Passport Office

Fagan, Leeanne, Office of the Secretary, Office of the Executive Director
Feinberg, Richard Edward, Policy Planning Staff
Felle, Eugene H., Passport Office
Fleming, Christine A., Foreign Service Institute
Foley, Russell A., Consular Affairs, Office of Management and Administration
Freeman, Gladys A., Passport Office
Gordon, Catherine R., Inter-American Affairs
Haney, Ceresa L., Office of the Secretary, Office of the Executive Director
Hoffman, Jean A., Bureau of Administration, Personnel Management Division
Hughes, Eric, Communications Center
Johnson, David J., Office of Comptroller, Finance Office
Karickhoff, Jamezetta R., Office of Comptroller
Krueger, Robert Charles, Office of the Secretary, Office of Ambassador at Large for Mexican Affairs
Lepine, Lorraine A., Politico-Military Affairs
McDermott, Catherine M., Office of Security, Washington Field Office
Moss, Gay P., Passport Office
Murray, Barbara J.W., Bureau of Administration, Personnel Management Division
Nagy, Helen S., Inter-American Affairs, Office of Policy Planning, Public and Congressional Affairs
Newsom, Catherine Jean, Office of the Secretary, Office of the Executive Director
Parker, Kathleen E., Passport Office
Pearce, Wilma E., Bureau of Personnel, Employee Relations Office
Pelham, Alison L., Office of Comptroller, Finance Office
Perry, Madeline J., Bureau of Personnel, Office of Recruitment, Examination and Employment
Pollock, Tynia D., Passport Office
Portnoy, Susan J., Near Eastern and South Asian Affairs
Przeworski, Cynthia A., Office of Security
Ramsey, Stephen D., Office of the Secretary, Office of the Executive Director
Rogers, Anna M., Passport Office
Schula, Charlene J., Passport Office
Scott, William J., European Affairs, Office of the Executive Director
Shoaff, Pamela L., Office of the Secretary, Office of the Executive Director
Smith, Marcia, Passport Office
Sobol, Marilyn A., Passport Office
Stewart, Joan E., Near Eastern and South Asian Affairs
Symmes, Rebecca D., Office of Inspector General
Taylor Jr., Sam I., Office of Comptroller, Finance Office
Thompson, John H., Office of Comptroller, Finance Office

Pay garnishment proposals

Proposed regulations on garnishment of pay, in connection with child support and alimony, have been issued. The complete text of the proposal is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State.

Tompkins, Arthur M., Department of State Library
Veney, Cassandra R., Bureau of Personnel, Office of Management
Washington, Janet W., Passport Office
Westergom, Michael A., U.S. Mission to UN
Witeck, Jeanne M., Office of Legal Adviser

RETIREMENTS

Alley, Dee J., Office of Comptroller
Carter, Lloyd F., Office of Operations, General Services Division
Coogan, Ellen I., Passport Office
Darby, J. Harold, Politico-Military Affairs
Diggs, Rosa Brown, Medical Services
Farrell, Charlotte G., Office of Under Secretary for Management
Fonda Jr., Stewart H., International Joint Commissions
Goott, Daniel, European Affairs
Hall, Vivian Lea, Foreign Affairs Document and Reference Center, Document Analysis and Processing Division
Hendrickson, John F., International Joint Commission
Hobgood, Willie D., Equal Employment Opportunity Office
Joyce, Helen E., Office of Comptroller, Finance Office
Joyner, Joseph O., Office of Security, Investigations Division
Kelly, John J., Intelligence and Research
Lipscomb, David A., Office of Security, Records Services Division
Mantione, Charles V., U.S. Mission to UN
Monti, Vincent J., Communications Center
O'Neal, Lourecka V., Passport Office
Reinhold, Franklyn W., Office of Comptroller
Sowell, Robert E., Bureau of Public Affairs, Office of Public Communication
Stanley, Mary F., Bureau of Personnel, Presidential Appointments Staff
Tranter, Frances E., Passport Office ■

Text is available

Title 5 of the Code of Federal Regulations has been revised to reflect changes made by the Civil Service Reform Act of 1978 in the area of performance appraisal. A copy of the complete text of these changes, taken from the Federal Register, is available for review in the Office of Performance Evaluation, Room 2803, New State.

Answers to quiz

(See Page 42)

1. Backgammon probably originated in ancient Babylon.

2. Badminton probably originated in ancient India, where the game is called "poona." Some authorities believe the game originated in ancient China.

3. Bridge probably originated in the Middle East in the 19th century.

4. The origin of checkers is unknown, but the game has been played in Europe since the 16th century.

5. Chess probably originated in India in the sixth century A.D.

6. Football: most modern forms (including American, Canadian, Gaelic and Australian football—in addition to soccer and rugby) are derived from ancient Greek and Roman games called *harpastron* and *harpastrum*. Beginning in the Middle Ages, various royal edicts tried to ban football in England, but it flourished anyhow.

7. Golf: origin unknown, but game identified with Scotland, where as early as 1457 it was banned as a threat to archery practice.

8. Ice hockey originated in Canada in the 1870s.

9. Lacrosse was developed as a war-training game by North American Indians, who called the game "baggataway." French settlers in Canada adopted the game and called it "la crosse," from the resemblance of the lacrosse stick to the crosier of a bishop. Lacrosse was introduced to the United States in the 1870s.

10. Pinochle was developed in the United States in the 19th century.

11. Poker originated in the Orient. It was first played in the United States in the 19th century.

State drafts merit pay plan for Civil Service

The Department has submitted a merit pay plan to the Office of Personnel Management for approval. Required by the Civil Service Reform Act, it would apply to GS-13, 14 and 15 employees who hold supervisory or managerial positions—about 125 of the Department's 320 employees in those grades.

Based on yearly performance appraisals, merit pay employees would be awarded varying adjustments for quality performance. Under the draft plan, a merit pay employee would be rated by his supervisor as outstanding, excellent, fully successful or unsatisfactory. Those rated fully successful and above would receive a merit pay increase. The amount of the increase would be recommended by the supervisor, within a range set by the director general and director of personnel. The first merit pay evaluation period would cover July 1, 1980 through June 30, 1981. The first merit pay increases would be awarded in October 1981.

State printing employees get union contract

Members of negotiating teams for the Department and Local 1534, American Federation of Government Employees, have signed a new contract for employees of the Publishing and Reproduction Division, Foreign Affairs Document and Reference Center, and the local, which has exclusive representation rights for division employees. This was the first contract negotiated by the Department and the union since passage of the Civil Service Reform Act of 1978.

At the signing are, seated from left: *John A. Dearing*, first vice president, Local 1534; *Paul A. Washington*, chief of the division; and *Henry J. Cope*, president of the local. Standing, from left: *Gregory B. Liverpool*, union team member; *Richard C. Howland*, Bureau of Personnel; *Theordore R. Mavritte*, printing officer; *Paul M. Coran*, State, Legal Adviser's Office; *Aaron T. Jackson* and *Norma B. Jones*, union team members; *Robert E. Russum*, Bureau of Personnel; and *Horace D. Pennix*, union team member. ■

BUREAU NOTES

Secretary's Office

SECRETARY VANCE traveled to New York, January 25–26, to receive a New York State Bar Association award. Accompanying him were MRS. VANCE; RICHARD BALTIMORE, special assistant to the Secretary; and ELVA MORGAN, personal assistant to the Secretary. On February 9, the Secretary traveled to Lake Placid, N.Y., to address the International Olympic Committee. Accompanying him were NELSON LEDSKY, deputy assistant secretary for congressional relations; JOHN EVANS, special assistant to the Secretary; and Ms. Morgan.

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, addressed the East Asian chiefs of mission in Singapore, February 11, on the role of his Office of State and Local Governments. Deputy coordinator DAVID SHINN was awarded a Ph.D., February 18, from George Washington University's Graduate School of Arts and Sciences.

Administration

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH traveled to Lome for the ribbon-cutting ceremony of the first official African Record Communications Network nodal station. He then traveled to Nairobi to participate in the African communications programs officers conference. Other Washington-based conference attendees were JOSEPH HAZEWSKI, operations officer for African affairs, and JACK WHITRIDGE, chief of the Diplomatic Mail and Pouch Branch. Mr. Branch also visited Accra, Abidjan, Frankfurt and Bonn, where he discussed a wide range of communications matters. Communications briefings were given to SAM RICHARDSON, London; MARTIN MYERS, Tegucigalpa; ARCH McLAUGHLIN, Ndjamena; JOHN MONTAGUE, Bangui; PAUL BIALECKI, Lilongwe; SAM CARDEN, Islamabad; EDWIN DAVENPORT, Bridgetown; THOMAS MUKAI, Santiago; GEORGE SMITH, Dusseldorf; CHARLES HUNTER, Paris; and JOSEPH MAUCK, NATO.

The office welcomed the following domestic assignees: TERRA FAUCETT, serving as secretary to the operations staff; DAVID FINN and JAIN LEONG, to the engineering branch; EMANUEL COLTATU, returning to the engineering branch, after completion of a special assignment with the economic bureau, International Communications Policy Office; DALE JOHNSON and ROBERT GREEN, to the Communications Center; PETER GREGORIO, special assistant to the chief, Programs and Engineering Division; and THOMAS WARREN, operations officer for European affairs. BETSY I. SMITH was given a farewell, prior to her retirement, February 9.

"Yup, that's where Joe retired. After 25 years as a State communicator, I guess he doesn't mind being outta touch."

The following new communications recruits reported to the Training Division: WILLIS SORRELL, Bissau; DONALD NYLAND, Bogota; PAUL DOUMITT, Bonn; RUSSELL EDGETT, Panama; KENNETH WALLACE, Khartoum; MICHAEL LAWRENCE, Bamako; WILLIAM WATSON, Moscow; FRANK PRESSLEY, The Hague; NORMAN LE CLERC, Paris; DOUGLAS GOODGION, Port Louis; SALVATORE PIAZZA, Rome; BETTY SHERIDAN, Managua; TIMOTHY TICK-

OFFICE OF COMMUNICATIONS — Deputy assistant secretary *Stuart E. Branch*, right, presents Superior Honor Award to *C. Grant Shaw*, chief of the Communications Center, who retired recently.

NER, Paris; and MANUEL CUADRADO, Belgrade.

LANGUAGE SERVICES DIVISION

ALEC TOUMAYAN joined Near East negotiator SOL LINOWITZ in Marrakesh, February 2–3, for discussions with KING HASSAN and other leaders. STEPHANIE VAN REIGERSBERG was involved in lengthy highly-classified negotiations during January and February. DIMITRI ARENSBURGER returned to Geneva in early February for the resumption of chemical warfare negotiations. PAUL KOVENOCK represented the division at a program officers workshop of the National Council on International Visitors, February 7. GISELA MARCUSE and HARRY OBST interpreted at meetings at Fort Belvoir, Va., February 5–8, and at a multiple-launch rocket system meeting in White Sands, N.M., February 10–22. SOPHIA PORSON, Mr. Toumayan and CAROL WOLTER were assigned to an chemicals group steering committee meeting, February 7–8. BILL FUKUDA flew to Honolulu in February for his annual stint with the U.S.-Japan medical committee. TONY HERVAS and PACO LANZA interpreted for a narcotics seminar in Costa Rica, February 11–22. Mr. Toumayan flew to Tunisia with Ambassador DONALD McHENRY for discussions with Tunisian officials, February 11–22.

African Affairs

LARRY C. WILLIAMSON replaced SAMUEL J. HAMRICK as deputy director in the Office of East African Affairs, February 5. DON BANDLER accompanied MUHAMMAD ALI on his mission to Tanzania, Kenya, Nigeria, Liberia and Senegal, February 3–10. He earlier served as escort officer for House Majority Leader JIM WRIGHT on visits to the Ivory Coast, Nigeria, South Africa and Rhodesia, in January. ROBERT G. HOUDEK made a series of speeches and media appearances in Ohio and Kentucky, under the auspices of the Cincinnati World Affairs Council, January 24–25. He also represented the Department at the NATO experts meeting on Africa, in Brussels, February 13–15. JUDY BUNCHER departed, February 8, for Romanian language training at the Foreign Service Institute and a subsequent assignment to Bucharest. BOB RAMSEY was a member of the survey team that visited Kenya, January 14–28, to inspect its air and naval facilities. He subsequently made an orientation visit to Somalia.

ARENE RENDER, Office of Central African Affairs, desk officer for Rwanda, Burundi and the Central African Republic, visited those countries, January 1–February 14, on consultations. She also stopped off in Paris

NGUITH, Senegal—Ambassador *Herman J. Cohen* accepts a gift from local artisans.

ABUJA, Nigeria—Officials study a possible new site for U.S. embassy. From left are administrative officer *Jerry Lujan;* a Nigerian official; Ambassador *Stephen Low;* commercial officer *Duane Sams; Felix Obinani;* administrative counselor *Wayne Swedenburg* (back to camera); Bill Slayton, director, Office of Foreign Buildings; a development authority official.

for consultations. Deputy assistant secretary LANNON WALKER and Angolan and Congolese desk officer JAMES OVERLY visited Brazzaville, January 29–30, before proceeding with an Export-Import Bank mission to Luanda. Mr. Walker and Mr. Overly talked with Congolese President DENIS SASSOU-NGUESSO and other officials in Brazzaville. Following the Luanda visit, Mr. Walker accompanied MUHAMMAD ALI on his African trip, while Mr. Overly returned to Brazzaville for orientation visit. South African Affairs director PAUL HARE and Mozambique/Namibia desk officer ALAN HARDY returned from extensive orientation trips to southern Africa.

ANNA ROSE JACOBSON has joined the Office of South African Affairs temporarily, until she departs for Maputo, where she and her husband have been assigned. BARBARA STANBACK has joined the South Africa desk. RIBELLA C. BUCHANS departed South African Affairs for the Office of the Under Secretary for Management, on reassignment, February 15.

Arms Control and Disarmament Agency

President Carter, on January 24, sent to the Senate for advice and consent the nominations of RALPH EARLE II as director of the agency and former director GEORGE M. SEIGNIOUS II as a member of the General Advisory Committee on Arms Control and Disarmament. They had been serving under recess appointments. Mr. Seignious also has been nominated for the rank of ambassador while serving on official missions abroad for the President or the agency director. Mr. Earle was in Europe, February 2–18, for visits to Brussels, Bonn, Stuttgart, Vienna, Geneva and London. Accompanying Mr. Earle on all or part of his trip were the agency's military adviser, Brigadier General JOHN R. LASATER; Colonel STEPHEN E. RASH, and R. LUCAS FISCHER, director of the regional division of the agency's International Security Programs Bureau. The director's schedule included meetings in Vienna at the International Atomic Energy Agency, and with the U.S. delegation to the mutual-and-balanced-force-reductions negotiations. In Geneva, Mr. Earle met with the U.S. delegations to the Committee on Disarmament and the comprehensive test ban negotiations. He called at NATO headquarters and several major military commands on the continent and in Great Britain.

The Committee on Disarmament opened its 1980 session, February 5, in Geneva, with Ambassador ADRIAN S. FISHER heading the U.S. delegation. Mr. Fisher left his post, February 15, to resume his activities as professor of international and constitutional law at Georgetown University. He was replaced by CHARLES C. FLOWERREE, who has been nominated by President Carter for the rank of ambassador while serving as U.S. representative to the Committee on Disarmament. Mr. Flowerree, a career Foreign Service officer, has been on detail to the agency as chief of the International Relations Division for the past three years. During much of that time, he has served as deputy to Ambassador Fisher at the committee on disarmament and in the main political committee of the UN General Assembly. A 1943 graduate of the U.S. Naval Academy, Mr. Flowerree served as a naval officer for fifteen years before joining the Foreign Service in 1958. He had tours of duty overseas in Saigon, Kinshasa and London. From 1974–77, he held several posts in the Bureau of Politico-Military Affairs before his assignment to the agency.

The agency's Executive Resources Board has selected seven officials to participate in the 18-month Senior Executive Service executive development program: VICTOR E. ALESSI, ANNE H. CAHN, PIERCE S. CORDEN, RICHARD W. GETZINGER, MICHAEL KREPON, JOHN H. McNEILL and CARLTON E. THORNE. CHARLES APPLEBY has joined the agency as a part-time professional staff member while working on his master's degree at the Johns Hopkins University School of Advanced International Studies. A magna-cum-laude graduate of Dartmouth College, Mr. Appleby served six years in the U.S. Navy as an engineering officer on nuclear submarines.

Consular Affairs

Assistant Secretary BARBARA M. WATSON was a member of the official delegation from the Department which traveled to Dover Air Force Base to welcome the six embassy employees who returned, with the assistance of Canadian officials, from Iran. Of the six released, five were employed in Embassy Tehran's consular section. On January 18 Miss Watson addressed the annual inspectors meeting in the Department. Her address covered the full range of consular operations. JOSEPH E. OLENIK of the Visa Office; STANLEY CARPENTER, consultant to the bureau; and PETER K. MURPHY, special assistant to Miss Watson, addressed the inspectors on the function of consular assistance teams. On February 8, Miss Watson addressed the advanced consular course and presented certificates of completion.

On February 8 and 14, the bureau held its second annual workshop on consular services, for congressional staffers. Visa services was the topic of the first workshop. Ms. Watson provided the opening remarks, and deputy assistant secretary HUME HORAN was the moderator for both workshops. Deputy assistant secretary ELIZABETH J. HARPER of Visa Services headed the panel, comprised of LLOYD DEWITT and CORNELIUS D. SCULLY of the Visa Office, and CHARLIE McCARTHY, deputy assistant commissioner for Adjudication, Immigration and Naturalization Service. The second workshop focused on passport and overseas citizen services. NORBERT J. KRIEG, deputy assistant secretary for passport services, chaired the first panel. Panelists included VIVIAN FERRIN, KATHI McGOVERN-WARD and MICHELE TRUITT of the Office of Passport Services. The other panel was headed by RUTH A McLENDON, deputy assistant secretary of overseas citizen services. Members were JIM WARD and CARMEN DiPLACIDO.

In reply to a request for assistance received from the U.S. interests section of the embassy of Switzerland, in Havana, a consular assistance team was sent to Cuba, January 25. The team provided the post with professional advice on reorganization of consular workflow, reexamination of certain consular programs at the interest section, and redesign of the consular space to effect crowd control and improve the overall security of the mission. The team was comprised of PETER K. MURPHY, team leader; D. RUDOLPH HUNDERSON, of the Legal Adviser's Office; M. ELIZABETH SWOPE of the Office of Management Operations; DAVID BLOCH of the bureau's Executive Office; and FIORE DE PAOLO of the Office of Foreign Buildings. Another consular assistance team reviewed consular operations in the People's Republic of China. The team was headed by FRANCIS X. LAMBERT, and also included LOU GOELZ, a consular officer in Seoul; EDWARD KRUSER, a consular officer in Hong Kong; HOWARD WILLIAMS, from the Bureau of East Asian Affairs; and JAMES LESSIG, management consultant. This team visited the embassy in Beijing and the consulate general in Guangzhou. They also visited the new consulate general in Shanghai, to set up consular operations at that office.

NORBERT J. KRIEG visited the New York and Philadelphia Passport Agencies, January 15–17. EUGENE BRIGGS, formerly assistant agent-in-charge of the Los Angeles Passport Agency, was in Washington for consultation, February 12–15, before assuming his new duties as agent-in-charge of the New Orleans agency.

EVELYN HILL, senior passport examiner of the Boston agency, spoke to an audience of high school students in Quincy, Mass., December 5. Her topic concerned careers in the Foreign Service, and language training as an asset. The meeting was the second during 1979 in which the agency participated. Earlier, JAMISS SEBERT, assistant agent-in-charge, spoke at the same school on careers in the international field in the U.S. Civil Service. The career fairs at which Ms. Sebert and Ms. Hill

DUSSELDORF, Germany—Consul general *Carroll Brown* and Foreign Service national employee *Carla Jendralski*, who retired after 29 years' service.

KRAKOW—*Maria Krzys*, left, and *Zenon Obydzinski*, right, receive certificates, for completion of a visa course, from principal officer *Carl A. Bastiani*.

spoke are part of a continuing seminar series being held in that city on careers available after graduation from high school. Program participation includes experts in Government, private industry, and the creative arts. BRIAN McNAMARA of the Visa Office addressed the immigration training seminar of the Mennonite Central Committee, February 1, in Washington. The seminar was held in connection with the Immigration and Naturalization Service outreach program. ANNE MARIE SCHLOSS went to Mexcio City the first week of February to train American and Foreign Service national employees in the use of the automated visa lookout system. Those trained were from the consulates in Tijuana, Ciudad Juarez, Hermosillo and Matamoros.

The Visa Office welcomed DONALD GRIFFIN, from Frankfurt. RAECAROL MORGAN has left the Visa Office for the Foreign Service Grievance Board, and PATRICIA A. BARTEE has moved to the Bureau of Intelligence and Research. On February 6, Ms. Watson presented length-of-service awards to eight members of the Visa Office and outstanding and excellent-performance awards to thirteen others from that office.

JAMES WARD, director of the Citizens Emergency Center, was the bureau representative at the Bureau of Inter-American Affairs narcotics conference, at Harpers Ferry, January 16–19. All federal agencies in the narcotics interdiction program participated. On February 13, Mr. Ward was interviewed by WPIX, a New York television station, on arrests of Americans in Cuba.

SEOUL—Consul general *Louis Goelz* looks on as Ambassador *William Gleysteen* presents *Jae-Myung Kim* the last immigrant visa of 1979 in the Republic of Korea—the 25,941st. During the past decade 215,917 Koreans immigrated to the United States.

East Asian and Pacific Affairs

On January 23 Assistant Secretary RICHARD HOLBROOKE addressed the Asian Society, in Washington, on U.S. policy in Asia. On February 7 he chaired the chiefs-of-mission conference in Singapore. He also visited Bangkok, Kuala Lumpur, Jakarta and Manila, on consultation, prior to returning to Washington. Deputy assistant secretary ERLAND H. HEGINBOTHAM addressed the trade action coordinating committee at the U.S. Chamber of Commerce, on the Joint Economic Committee's recent visit to East Asia. ANTHONY ALBRECT, director of the Office of Economic Policy, briefed businessmen on East Asia initiatives and U.S. competitiveness and trade expansion, at an executive-diplomat seminar sponsored by the Bureau of Economic and Business Affairs, January 16.

A new office directorate for Thailand affairs has been created, reflecting the importance the administration places on U.S.-Thailand relations. The acting office director is PAUL CLEVELAND, supported by country officers THOMAS L. ROBINSON and TERRY OTIS. ROBERT G. RICH, director of the Office of Korean Affairs, escorted CODEL WOLFF to Korea, January 6–8; accompanied Mr. Holbrooke on his visit to Korea, to engage in consultations, January 14–16; and spent two days conferring at commander-in-chief, Pacific, headquarters, on the way home.

JACK GOSNELL left the Korea desk, February 8, to enter Chinese language training. DOUGLAS RASMUSSEN is covering scientific relations with South Korea and serving as the desk's North Korea watcher. Other new arrivals in the bureau include budget officer DONALD RAMAGE, from Canberra, replacing KENNETH P. FERGUSON, who retired January 31; SUZANNE PAYNE, staff assistant; and JOANNE PETTAWAY, from Intelligence and Research. TOMMY THOMAS has joined the Office of Economic Policy as a student intern. He is a graduate student in political science at Appalachian State University.

Economic and Business Affairs

Assistant Secretary DEANE R. HINTON traveled to Singapore to participate in the chiefs-of-mission conference, February 10–12. He spoke on "The Current International Economic Situation in a Time of Crisis." While in the region, he held economic consultations in Jakarta and Seoul.

On January 14, deputy assistant secretary ERNEST JOHNSTON addressed the new junior officer class at the Foreign Service Institute on the role of the bureau and the status of international economic relations. From February 15–18, Mr. Johnston accompanied senior adviser PHILIP HABIB to Tokyo, where they held talks with the Japanese on economic matters. Again, the following week, he traveled with Mr. Habib to Ottawa to consult with the Canadians on the current economic situation.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, attended the annual meeting of the National Coffee Association in Boca Raton, Fla., February 4–5. In addition to meeting with U.S. industry and foreign representatives, he delivered a speech on the Bogota Group and the International Coffee Organization. The deputy assistant secretary for transportation affairs, B. BOYD HIGHT, headed the U.S. delegation at civil aviation negotiations with the United Kingdom, in London, January 29–February 1. JAMES FERRER JR., director of the Office of Aviation Affairs, was also a member of the delegation. The chief of the Aviation Negotiations Division, RICHARD W. BOGOSIAN, chaired negotiations on civil aviation matters, in Washington, with the Netherlands Antilles, January 16–21, and with Poland, February 4–7. THOMAS C. COLWELL, chief of the Aviation Programs and Policy Division, was chairman of the U.S. delegation at discussions in London, January 21–29, on airport facilities and security fees charged at United Kingdom airports. GARY COUEY, of the same division, was a member of the international affairs committee at the General Aviation Manufacturers Association convention, in Wichita, January 15–17.

TODD STEWART, director of the Office of Maritime Affairs, attended the second session of the UN Conference on Trade and Development's ad hoc group on a genuine link between ship and flag states, in Geneva,

UNITED NATIONS, N.Y.—*Richard M. Ogden*, chief, Industrial and Strategic Materials Division, Bureau of Economic and Business Affairs, signs the new international natural rubber agreement on behalf of the United States. Behind him is colleague *Thomas H. Martin*.

January 14-22. He also traveled to Hamburg, January 24-26, for bilateral conversations with West Germany on shipping matters. ELINOR G. CONSTABLE, director of the Office of Investment Affairs, headed the U.S. delegation to the UN Economic and Social Council working group on a code of conduct dealing with transnational corporations, in New York, January 7-18. The group began the actual draft of the code, and was to continue its work in March and April. Ms. Constable also served as senior adviser on the U.S. delegation to the UN Industrial Development Organization, in New Delhi, January 23-February 9. JAMES D. LEE, Office of Commercial Affairs, consulted on trade promotion with state government and local business officials at U.S. Department of Commerce district offices in Denver and Portland, during the week of January 28.

New employees in the bureau include WILLIAM EDGAR, director, Office of International Trade; GLEN R. RASE, Planning and Economic Analysis Staff; JOHN R. DAWSON, Office of Monetary Affairs; SABIHA STEPHENS, Office of East-West Trade; SUSANA DAWSON, Tropical Products Division; JOYCE MANNING, Industrial Strategic Materials Division.

European Affairs

Deputy assistant secretary SHARON E. AHMAD and WINGATE LLOYD, deputy director, Office of Canadian Affairs, attended the 155th meeting of the Permanent Joint Board on Defense, at Fort Huachuca, Ariz., February 12-15. Deputy assistant secretary ROBERT L. BARRY addressed the World Jewish Congress at a luncheon in New York, January 21. PETER R. REAMS, formerly assigned to the Office of Northern European Affairs, assumed his duties as special assistant and staff director for the Interdepartmental Group, January 14.

Ambassador W. TAPLEY BENNETT, JR., NATO, was in Washington for consultations and met with SECRETARY VANCE and other U.S. Government officials, January 28-February 1. Ambassador DAVID B. BOLEN, German Democratic Republic, was in the Department for consultations, January 25-February 6. Ambassador RICHARD N. GARDNER, Rome, was in New York and Washington the last week in January in connection with the visit of the Italian prime minister to the United States. Ambassador PHILIP M. KAISER was nominated as the new American ambassador to Austria, January 23. He appeared before the Senate Foreign Relations Committee, which voted in favor of his nomination, February 5. Ambassador LOUIS A. LERNER, Norway, resigned his post effective January 29. The President has named SIDNEY A. RAND, from North Field, Minn., to replace Mr. Lerner. Ambassador-designate JAMES W. SPAIN, Turkey, completed a schedule of business consultations with U.S. companies, under the auspices of the Business Council for International Understanding, in New York, January 23-24. Ambassador WALTER J. STOESSEL JR., Federal Republic of Germany, consulted in the Department, February 25-29, and participated in the March 5 visit of Federal Republic of Germany Chancellor WILHELM SCHMIDT. Ambassador ROBERT F. WAGNER, Vatican, was in Washington the last week in January for consultations. Ambassador THOMAS J. WATSON JR., USSR, was recalled from Moscow, for consultations in Washington in January.

JAMES C. NELSON, deputy assistant

LONDON—Presentation of Superior Honor Award to *Charles R. Stout*, consul general at Belfast. With him is his wife, *Laura*.

VIENNA—Ambassador *Milton A. Wolf* presents retirement and length-of-service awards. Front row, from left: *Ferdinand Glas*, retired; *Elfriede Baehr*, 25 years; *Gertrude Laufer*, 30; Elisabeth Born, retired; Mr. Wolf; *George S. Yauchuczek*, 25; *Heinrich Strandl*, 30; *Hermine Grabner*, 25; *Michaela Prikryl*, 10. Second row: *Ludwig Heinberger*, 30; *Leopold Soucek*, 10; *Erich Kellner*, 10; *Senta Mihelicic*, 30; *Margarete Kroegler*, 10; *Alfred Slabihoud*, 30; *Franz Opawsky*, 30; *Eduard Hauser*, 25; *Erich Fuchs*, 10; *Heinrich Eichberger*, 30.

chief of mission, Berlin, was in the Department for consultations, February 15–22. ERWIN VON DEN STEINEN, economic/commercial officer, Office of Central European Affairs, attended a nuclear fuel cycle seminar, on Capitol Hill, February 5–7. PAUL L. LAASE, deputy director, Office of OECD, European Community and Atlantic Political-Economic Affairs, attended an informal meeting, January 31, of the organization's development assistance committee, at its headquarters in Paris. The meeting addressed the role of development assistance in reducing production of narcotics source crops.

ROBERT L. FUNSETH, director, Office of Northern European Affairs, traveled to Denmark to participate in a three-day seminar on "NATO's Northern Crossroads," sponsored by the Danish Foreign Policy Institute. Following the seminar, Mr. Funseth traveled to Oslo, Stockholm, Helsinki, Copenhagen and Reykjavik, for consultations with foreign and embassy officials on pending bilateral issues. MICHAEL J. HABIB, officer-in-charge of Benelux affairs, traveled to the Netherlands, Belgium and Luxembourg, for consultations with U.S. and foreign officials. JAMES V. DOANE, JR., Bilateral Relations Section, Office of Soviet Union Affairs, traveled to the USSR in early December and consulted with embassy officials in Moscow and with officials in Kiev. SANDRA J. GUST of the Exchange Section spoke at Princeton University, February 7, on "The Olympics as an International Event." JOHN J. FEENEY, previously assigned to the American embassy, Moscow, has joined the Economic Section, Office of Soviet Union Affairs. STEPHEN J. LEDOGAR, director, Office of European Security and Political Affairs, traveled to Brussels, January 14, to attend allied consultations on Soviet aggression in Afghanistan. CHARLES H. THOMAS, deputy director, traveled to Brussels, January 23–26, for consultations on theater nuclear forces and the Special Group. ROGER G. HARRISON accompanied MATTHEW NIMETZ, February 7, to New York for discussions with the Helsinki Watch Group. Mr. Harrison also participated in a conference on security and cooperation colloquium organized by Congressman ROBERT DRINAN, February 27. MARTIN McLEAN served as the chief Department representative on the U.S. delegation to the Conference on Security and Cooperation Scientific Forum, the week of February 18. THOMAS F. TIMBERMAN participated in a politico-military simulation at the Army War College, January 21–25, at Carlisle, Pa. The scenario centered on the Northern Flank. JOANNA W. MARTIN attended the NATO senior civil emergency planning meeting, at NATO headquarters, February 7–8. ERIC REHFELD, special assistant, participated in the Commander-in-chief of the Atlantic's infrastructure conference, in Norfolk, January 22–23.

JOHN J. MARESCA assumed his duties as director of the Office of Western European Affairs, January 29. ALAN H. FLANIGAN, formerly assigned to the Office of Southern European Affairs, replaced JAMES STROMAYER as deputy director, Office of Western European Affairs, in late December. Mr. Stromayer has departed to assume his new duties as the U.S. coordinator for the UN Conference on New and Renewable Resources. WALTER B. LOCKWOOD, economic officer, Office of Canadian Affairs, traveled to Ottawa for consultations, February 12–13.

Human Rights and Humanitarian Affairs

The bureau has submitted to Congress its annual country reports on human rights practices. On January 23, Assistant Secretary PATRICIA DERIAN participated in a national conference on Canadian foreign policy and human rights, in Ottawa, at the invitation of the Canadian Human Rights Foundation. Ms. Derian testified before a joint hearing of the House Foreign Affairs Subcommittees on International Organizations and Asian and Pacific Affairs, February 6, on human rights practices in East Asia. On January 31, she met with a delegation of visiting European parliamentarians, on the U.S. human rights policy and, February 6, she met with the political committee of the Council of Europe's parliamentary assembly.

STEPHEN E. PALMER JR., joined the bureau as senior deputy assistant secretary, January 28. On February 9, he traveled to Romania for a bilateral roundtable on human rights, accompanied by JONATHAN GREENWALD, human rights officer for European affairs. Mr. Palmer also traveled to Belgrade for consultations with U.S. embassy officials. On January 25, deputy assistant secretary STEPHEN COHEN briefed Jewish business leaders from St. Louis on the human rights policy. On the same day he also discussed the human rights policy at Birmingham-Southern College's seminar in national political leadership.

On January 24, CHARLES B. SALMON JR. briefed Mennonite missionaries on the human rights policy. On January 28, he addressed a Foreign Service Institute basic officers course on the human rights policy. Special assistant DAVID MARTIN traveled to Bonn to attend the International Commission of Jurists' colloquia on human rights and foreign policy, January 16-17. He met in The Hague, January 18-19, with parliamentarians, government officials and non-governmental representatives, for discussions on all aspects of the human rights policy and its implementation through bilateral and multilateral efforts. ROBERTA COHEN, human rights officer for international and nongovernmental groups, is serving as senior adviser to the UN Commission on Human Rights session, which opened in Geneva, February 4, and was to continue until March 14. Ms. Cohen also served on the U.S. delegation to the UN General Assembly, in October, consulting on Third Committee issues.

On January 27, the human rights officer for European affairs, JON GREENWALD, participated in a briefing and discussion on human rights and the Helsinki accords, sponsored by Congressman ROBERT F. DRINAN, at Newton Center, Mass. On February 2, BARBARA BOWIE, human rights officer for international financial institutions and economic affairs, represented the bureau at a symposium on human rights in Latin America. The symposium took place in Chicago, co-sponsored by the Chicago Bar Association's young lawyers section on human rights, and the young lawyers division of the American Bar Association. She also addressed a foreign affairs interdepartmental seminar on human rights, January 11. JESSE CLEAR, human rights officer for Near East and South Asian affairs, addressed the Johns Hopkins University campus chapter of Amnesty International, February 5, in Baltimore. The human rights officer for African affairs, JOHN SALZBERG, addressed a visiting group of Colgate University students on the human rights policy, January 14.

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS—Three staff members who had key roles in the country reports project are, from left, *Kenneth M. Rogers*, deputy director; *T. Jesse Clear*, human rights officer for the Near East and South Asia; and *Wanda Hagan*, intern.

Inspector General's Office

The schedule for first-cycle 1980 inspections has been revised. The following inspections are underway: Bolivia, Ecuador and Chile (team leader: C. ARTHUR BORG); Colombia, Venzuela and Peru (team leader: DAVID R. THOMSON); Brazil (team leader: Ambassador JAMES B. ENGLE); Japan (team leader: FRANCIS J. McNEIL, III); management of Foreign Service national and contract employees (team leader: Ambassador WILLIAM I. CARGO); and medical services (team leader: WILLIAM C. HAMILTON). Several special audits, including the American Institute of Taiwan (team leader: ROBERT J. MARTENS) and surveys are also underway.

Inter-American Affairs

EILEEN HEAPHY, Colombia country officer, traveled to New York, February 6, to attend a meeting and luncheon at the Colombia Center for the minister of justice of Colombia, HUGO ESCOBAR SIERRA.

MYLES FRECHETTE, director of Cuban affairs, visited Havana for consultations, January 24-February 2. Mr. Frechette was also in Miami, December 5-7, and at the UN in New York, January 8-9, for meetings related to Cuba.

In January, Chile desk officer PETER D. WHITNEY visited Chile for consultations, and to attend the annual foreign relations seminar sponsored by the Chilean Diplomatic Academy. The latter was attended by representatives of 37 countries, the top six students in the academy and 50 private citizens, and included seminars led by Chilean professors and ambassadors in such topics as nonintervention, a new world economic order, the new political tendencies in Europe, the Antarctic, and political

INTER-AMERICAN AFFAIRS—*Dorothy Saunders* receives Meritorious Honor Award from former Assistant Secretary *Viron Vaky* for her performance as a secretary in the Office of Andean Affairs. Office director *Dick Barnebey* is on left. Ms. Saunders has retired after more than 30 years' service. *(Photo by Franklin A. Better)*

and economic relationships of nations of the Pacific basin.

Assistant Secretary WILLIAM G. BOWDLER conferred with embassy and host country officials in several Central American capitals, January 20–29. He traveled to Madrid, London and Bonn, February 2–9, to discuss with European officials a range of inter-American topics. Deputy assistant secretary RALPH C. GUZMAN delivered the keynote address at the conference on education of Hispanics, in San Antonio, February 14–16. GEORGE F. JONES succeeded RICHARD E. JOHNSON as director, Office of Regional Political Programs, January 10. CLAUS W. RUSER, director of the Office of East Coast Affairs, accompanied General ANDREW J. GOODPASTER, the President's special emissary, to Argentina and Brazil for consultations on the world situation following the Soviet invasion of Afghanistan. RICHARD A. McCOY, country officer for the Netherlands Antilles, visited Curacao on consultations, February 11–14. Mr. McCoy met with Dutch, Antillean and consulate general officials, to discuss various bilateral issues.

International Organization Affairs

Assistant Secretary CHARLES WILLIAM MAYNES was the opening speaker for the multilateral diplomacy course at the Foreign Service Institute, February 4. He also participated in a panel discussion on the "UN at 35," sponsored by the United Nations Association, New York, February 8. Mr. Maynes was a keynote speaker at the 17th Georgetown invitational model UN, at the Shoreham Americana, February 22. On February 26, he spoke at the media-diplomat seminar sponsored by the Bureau of Public Affairs. He also spoke at the World Affairs Center, University of Minnesota, February 29, on "The World in 1980: America's Basic Options."

MARION V. CREEKMORE, deputy assistant secretary for economic and development policy, served as U.S. representative to the committee of the whole, in New York, January 14–16. He also attended the Organization for Economic Cooperation and Development meeting on north/south economic issues, in Paris, February 25–26. BARBARA GOOD, director, International Women's Programs, was the alternate delegate to the 28th session of the UN Commission on the Status of Women, Vienna, February 25–March 5. LINE HEYNIGER, Secretariat to U.S. National Commission for UNESCO, served as an adviser to the delegation. Ms. Good also was the keynote speaker for the central Florida business and professional women's clubs' banquet, February 16, in Winter Haven, Fla. Ambassador JOHN McDONALD served as U.S. representative to the third general conference of the UN Industrial Development Organization, in New Delhi, January 21–February 8. JOHN D. FOX, director, development and humanitarian programs, served as alternate representative, and WILLIAM FALKNER, Office of Development and Humanitarian Programs, served as adviser to the special session of the governing council of the UN Development Program in New York, February 11–15. HERBERT G. WING, deputy director, development and humanitarian programs, served as alternate representative to the annual meeting of the executive board of UNICEF, in New York, February 14. FRANK LANCETTI, Office for Science and Technology, and JOHN HOPE, Office of International Economic Policy, served as advisers to the first session of the Intergovernmental Committee for Science and Technology, of the UN, in New York, January 28–February 2.

LAUREAL SHEA, Office of UN Political Affairs, served as alternate representative to the UN special committee on charter review, in Manila, January 28–February 22. RICHARD T. MILLER, Office of International Economic Policy, served as adviser to the high-level group on the new international development strategy, of the UN Conference on Trade and Development, in Geneva, January 28–February

UNITED STATES
ANIA

NEW DELHI—At conference of UN Industrial Development Organization are, from left, U.S. minister *Lloyd Jones*, Paris; *John McDonald*, U.S. representative to the conference; *Jack Leary*, U.S. representative to the organization.

5. JAMES STROMAYER, U.S. coordinator for the UN Energy Conference, served as alternate representative, and JOHN SIMMONS, Office of International Policy, served as adviser to the preparatory committee of the UN conference on new and renewable sources of energy, in New York, February 4–8. NEIL A. BOYER, director, health and narcotics programs, discussed the January session of the World Health Organization's executive board, at a meeting of the National Council on International Health, in Washington, February 5.

GORDON S. BROWN, from the Bureau of Economic and Business Affairs, has been designated director of the Office of International Economic Policy. He is replacing WILLIAM EDGAR, who has been assigned to that bureau. EDMOND McGILL has transferred from Bonn to the International Management Staff, where he is serving as a management analyst. DIANE MANAGO has been assigned to the office of the U.S. coordinator for the UN conference on new and renewable sources of energy, from the office of the Under Secretary for Management. MARIA RODGERS has been assigned to the Bureau of Personnel. KEVIN EDWARDS has accepted a position in the Bureau of Public Affairs. PETER LONDONO has transferred from Guyana to the Agriculture Directorate. SUZANNE BOOTH has resigned. The following are new interns serving in the bureau: MAUREEN CARTY, in the development and humanitarian programs directorate; ALANE HARRINGTON, in the UNESCO directorate; and GUY MORLEY, in the Office of Multilateral Policy and Coordination.

Near Eastern and South Asian Affairs

Deputy assistant secretary MORRIS DRAPER briefed members of the international fellows program of the Army War College, in the Department, January 23. Deputy assistant secretary JOSEPH TWINAM met with participants in the Department's executive-diplomat seminar, January 16. JOHN HIRSH, deputy director, Office of Israeli and Arab/Israeli Affairs, traveled to Pittsburgh, January 15, to address a colloquium on Israel, sponsored by the International Securities Studies Center of the University of Pittsburgh. Mr. Hirsh accompanied UN Ambassador DONALD McHENRY to the Middle East, February 9–20. JOHN SCOTT, political/military officer, discussed the Middle East peace process with officers studying at the Armed Forces Staff College, in the Department, January 7. On January 15, Mr. Scott addressed the Arlington Jaycees. From March 1–15 Mr. Scott traveled to Israel, Egypt, Syria and Jordan.

Egyptian Affairs director CHARLES E. MARTHINSEN addressed the membership of the Shenandoah Manufacturers Association on "Middle East Peace Prospects," in Winchester, Va., January 22. Mr. Marthinsen briefed members of the American Jewish Committee in New York, on the eve of their departure for visits to Egypt and Israel, January 30. On January 29, Mr. Marthinsen spoke to a National War College class on Egyptian-Libyan relations. On February 2, he addressed Marine Corps reservists on "Egypt and the Middle East" and, on February 11, he briefed National War College students planning to visit Egypt.

JAMES W. EIGHMIE JR., former commercial attache at Embassy Cairo, consulted in the Department following his return to the United States. Mr. Eighmie is scheduled for assignment as chief of the Economic/Commercial Section at Embassy Damascus. ALAN ROY, country officer for Libya, spoke before the Bladensburg Maryland Rotary, January 24. On January 22, RONALD NEUMANN, country officer for Jordan, met with students from Stetson College, in the Department. DAVID WINN, country officer for Lebanon, discussed our Mideast policy with a group from Western Maryland State College, in the Department, January 21.

Colonel WOOLF GROSS led a joint State/Defense team to three lower Gulf countries—Oman, United Arab Emirates, and Qatar—in late January. The team presented the report of the survey of Oman's defense needs, in Muscat, and did brief evaluations of security requirements in the other two countries. Col. Gross also represented the bureau as a member of the McGiffert mission in Pakistan, in early February. GEORGE E. LICHTBLAU, labor adviser, lectured at the Wharton School of Business, University of Pennsylvania, on labor in the Maghreb. J. PETER DODD, former labor attache in Oslo, has come on board as the new regional labor

COLOMBO, Sri Lanka—After cutting ribbon, Ambassador *W. Howard Wriggins* enters the new embassy snack bar.

TUNIS—At awards ceremony, from left: ***Jamel Eddine Ben Miled, Ahmed Qutub,*** **Ambassador** ***Stephen W. Bosworth, Ann I. Cyr, William F. Gresham, Mohamed Hassan, Slaheddine Louati, Emir Ayadi.***

adviser. He replaces GEORGE LICHTBLAU, who is retiring from the Foreign Service. GEORGE B. LAMBRAKIS, director, regional affairs, accompanied a joint executive-congressional trip headed by Office of Management and Budget director JAMES McINTYRE and House Budget Committee chairman ROBERT GIAIMO, to Israel and Egypt, February 12-18, in connection with the security and economic assistance programs under consideration for those countries. DAVID A. KORN, director, Office of Israeli and Arab/Israeli Affairs, traveled January 24-February 4, with Ambassador SOL LINOWTIZ to London, Tel Aviv, Riyadh, Cairo and Marrakech, in connection with the West Bank/Gaza autonomy negotiations. SANDRA BUERLE traveled to Tel Aviv and Cairo, for the autonomy negotiations, January 4-February 4.

THOMAS R. TURLEY SR. has returned to the bureau after providing administrative support at Baghdad during June-December. Ambassador GEORGE M. LANE, Embassy Sana, consulted in the Department, February 19-March 5.

SINAI SUPPORT MISSION

Egyptian President ANWAR EL-SADAT and minister of defense General KAMAL HANNAL ALI made a brief visit to the field mission on February 4. JOHN W. DIXON, contractor for the mission, visited in February. Director C. WILLIAM KONTOS traveled to the Middle East, stopping in London, Cairo, the Sinai, Jerusalem and Tel Aviv. He returned via New York where he participated in a seminar on Middle East affairs at Columbia University. BARRY S. KNAUF, associate director for contracts, left for two weeks' temporary duty at the field mission, February 15. LESLIE E. JACOBS, engineer, and RUDY HALL, on loan to the mission from the Bureau for International Narcotic Matters, were at the field mission in February. JOHN W. CAMPBELL arrived at the field mission for a tour of duty as a liaison officer. ALAN GORDON completed his tour of duty at the field mission and is presently assigned to AID's Office of Financial Management.

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING accompanied Presidential science adviser FRANK PRESS and a delegation of other officials, including PIERRE SHOSTAL and CALVIN MEHLERT of the Office of Cooperative Science and Technology Programs, to Beijing, for the first meeting of the U.S.-People's Republic of China Joint Commission, January 22-24. Among the documents signed were two protocols for cooperation in earthquake studies and earth sciences. A memorandum of understanding on Landsat cooperation was also signed. Mr. Pickering stopped in Tokyo, January 25, for meetings with Japanese government officials to discuss nuclear issues. He also met with the newly-selected general panel of the bureau's advisory committee for its first meeting, January 17. On January 16, Mr. Pickering met with French nuclear officials in Washington and, on January 18, with British officials in London, for nuclear bilateral discussions.

On January 3, RICHARD E. BENEDICK, coordinator of population affairs, participated as a panelist in a meeting of an international parliamentarian working group on population, which met at the Capitol. Participants included a number of U.S. senators and representatives, parliamentarians from 14 countries and the European Parliament; RAFAEL SALAS, executive director of the UN Fund for Population Activities; and the presidents of the Population Council and the Worldwatch Institute. Mr. Benedick addressed a Washington meeting of non-governmental organizations active in international population programs, on current global policy trends and requirements in population assistance and biomedical research, January 16. He also spoke before a January 25 meeting of Members of Congress for Peace Through Law, on "Population and U.S. Foreign Policy."

NORMAN TERRELL, deputy assistant secretary for science and technology, led a U.S. delegation to Japan, January 19-27, to discuss a new agreement on space cooperation. BILL L. LONG, director of the Office of Food and Natural Resources, and DONALD R. KING, director of the Office of Environment and Health, attended the annual meeting of the American Association for the Advancement of Science, in San Francisco, January 6-8. Mr. Long was invited to participate in the sessions of the Association Committee on Arid Lands, and Dr. King presented a paper on the Man and the Biosphere Program. EDWARD C. BITTNER, Office of Food and Natural Resources, attended the U.S.-Mexico border working group meeting and the U.S.-Mexico Guayule meeting, in Mexico City, January 13-25.

January 28-February 1, EDWARD A. MAINLAND, Office of Environment and Health, was the U.S. representative at the Caribbean Environmental Action Plan meeting, in Caracas. MARTIN PROCHNIK, Office of Energy Technology Cooperation, was a member of the U.S. delegation to the 1981 preparatory meeting of the UN Conference on New and Renewables, February 8, in New York.

MORRIS D. BUSBY, acting deputy assistant secretary for oceans and fisheries affairs, and JOHN W. ZEROLIS, Office of Oceans and Polar Affairs, participated in a delegation to Mexico City led by Under Secretary MATTHEW NIMETZ, to discuss a joint marine contingency plan for oil and hazardous substances spills. During the meetings, January 14-18, preliminary negotiations were completed on a draft agreement for a cooperative relationship between the United States and Mexico, to deal with the protection of the marine environment from pollution. Mr. Busby, accompanied by BRIAN HALLMAN, Office of Fisheries Affairs, again traveled to Mexico City, January 30-February 1, to negotiate with Mexican officials with respect to fisheries for tuna. The United States has been attempting to reach agreement with Mexico and other Latin

American nations regarding a new regime to conserve, manage and provide access to the tuna resources of the eastern Pacific Ocean.

The deputy assistant secretary for environment, health, and natural resources, WILLIAM A. HAYNE, with representatives from the Department of the Interior, participated in discussions in Alaska with state and local government officials and organizations, January 20–27, on the proposed migratory caribou treaty with Canada. He was accompanied by THOMAS PARKER of the Office of Food and Natural Resources.

Politico-Military Affairs

Director REGINALD BARTHOLOMEW and TED McNAMARA traveled to Paris for consultations with French foreign ministry officials, on a number of topics of mutual interest January 10–11. IRWIN PERNICK, MARK EASTON and LINDA PFEIFLE lectured at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, Dayton. DOUGLAS KEENE and members of the U.S. defense team traveled to Pakistan, February 1–7. Deputy director JAMES G. SAMPAS addressed a Radio Corp. of America symposium, on the operations of the Office of Munitions Control. FLOYD WATKINS assumed his position as a research clerk, February 18. Deputy director STEVE STEINER attended a meeting in Paris, on arms control talks, with French officials, January 26-30. MICHAEL STRUTZEL and JANICE GIESEY joined the staff in February. PATRICK GARLAND joined the staff January 14.

Public Affairs

Deputy assistant secretary WILLIAM J. DYESS addressed the downtown Rotary Club, in Detroit, January 30; the National Grain Trade Council, in Los Angeles, January 31; the Upper Midwest Council, in Minneapolis, February 12; and the Oklahoma Press Association, in Oklahoma City, February 15. In each of these cities he also had numerous radio and TV interviews, including a prime-time half hour on KNBC in Los Angeles. NANCY BECK, formerly of the Vice President's press office, reported to the Office of the Assistant Secretary, February 4, as secretary to deputy assistant secretary TOM RESTON.

Office of Public Programs: A special briefing for the National Association of Evangelicals was held February 5. U.S.-Soviet relations were discussed by F. ALLEN HARRIS, current political developments in the eastern Mediterranean by EDWARD DILLERY, and narcotic matters by EDWIN CORR.

The briefing was organized by DORIS WILLIAMSON.

The first seminar for speechwriters was conducted by DOROTHY SARNOFF, February 14–15. Nine officers participated in this special training program, initiated by TEX HARRIS, for officers who do speechwriting for the Department's principals. BETTY CHRISTIANA served as coordinator. Fourteen scholars participated in a January 14–18 scholar-diplomat seminar on politico-military affairs. These seminars are designed to provide an opportunity for a professional exchange of views and expertise between scholars and Department officers working in similar fields. Coordinators for the seminar were BETTY CHRISTIANA and GREG RUBINSTEIN. A special briefing for the U.S. Army War College international fellows, representing 17 countries, was held January 23. Sessions included presentations on Europe, the Middle East, East Asia, Africa and inter-American affairs, plus a luncheon in the Henry Clay Room hosted by Mr. Harris. Ms. Christiana was program officer for this briefing.

FRED COOPER of Inter-American Affairs and MARIE BLAND of Public Programs coordinated the briefing for 80 allied officers from the Inter-American Defense College, January 23, in the Department. Speakers included JOHN A. BUSHNELL and LUIGI EINAUDI. The 1980 diplomats-in-residence came to the Department for consultations, January 21–23, and met with DAVID NEWSOM, BEN READ, HARRY BARNES, GEORGE SPRINGSTEEN, JACK MATLOCK, MICHAEL STERNER, HENRY PRECHT, ROBERT KEELEY, GARY MATTHEWS and AVIS BOHLEN. The briefings were coordinated by JILL BYRNES of the Foreign Service Institute and Ms. Bland. DIANE KELLY arranged 39 briefings in the Department, January 15–February 15. Visiting groups included Brookings business executives and model UN participants. Assistant Secretaries HODDING CARTER III and J. BRIAN ATWOOD were co-hosts as an eighth-floor luncheon at which Senator EDMUND MUSKIE was the keynote speaker. The luncheon was arranged by Ms. Kelly. BARBARA BOLLER represented the bureau at the National Religious Broadcasters convention at the Hilton Hotel, January 23.

Thirty-seven vice presidents of international corporations attended an executive-

PUBLIC AFFAIRS—Tehran escapee *Bob Anders* and his wife, right, are greeted by former colleagues in the Office of Public Programs. From left: *Christine Murray, Marie Bland, Mary Stroman, Connie Dunaway, Diana Henshaw* and *Anita Stockman*.

diplomat seminar in the Department, January 15-16. DEANE R. HINTON, assistant secretary for economic and business affairs, met with them. Also participating were RUTH PHILLIPS, MICHAEL CALINGAERT, MICHAEL ELY, ALBERT ZUCCA, SHERROD McCALL, RUTH GOLDBERG, ANTHONY ALBRECHT, JOHN BUSHNESS and JOSEPH TWINAM. JOHN MOORE, chairman of the Export-Import Bank, discussed export financing. Coordinators for the seminar were ALBERT ZUCCA, Ms. Bland of Public Programs and JIM LEE of Economic and Business Affairs.

Office personnel gave a reception for their colleague, ROBERT ANDERS, and his family. Attending were WILLIAM D. BLAIR JR., deputy assistant secretary, as well as former members of Public Programs, including JAMES MONTGOMERY, KEN LONGMYER, JUDY RYAN, ANITA STOCKMAN, GERI LE PAGE and ROSALIE DANGELO.

HENDRICK WOODS and CONSTANCE DUNAWAY represented the bureau at the annual Washington Post debate on foreign policy, February 5. Mr. Harris was keynote speaker, February 8, at a two-day Latin American seminar, at Saddle Brook School, Saddle Brook, N.J. Ms. Henshaw attended the executive performance seminar at Berkeley Springs, W.Va., January 20-25. Ms. Le Page left Public Programs for a position in the Bureau of African Affairs.

Office of Press Relations: Mr. Reston traveled to Norfolk, February 26, to speak at the Douglas MacArthur Foundation banquet. He spoke at a forum on Iran, January 28. JOSEPH REAP spoke before a group of Chapin High School students, February 13, about general foreign policy.

Office of Public Communication: ANN HANSON has joined the correspondence management division as a team leader. She was reassigned from the Foreign Affairs Document and Reference Center, Publishing and Reproduction Division.

Office of the Historian: DANA JOHNSON resigned, February 8, to accept a position in private industry.

Executive Office: KEVIN EDWARDS, formerly of the Bureau of International Organization Affairs executive office, has joined this office as a clerk typist.

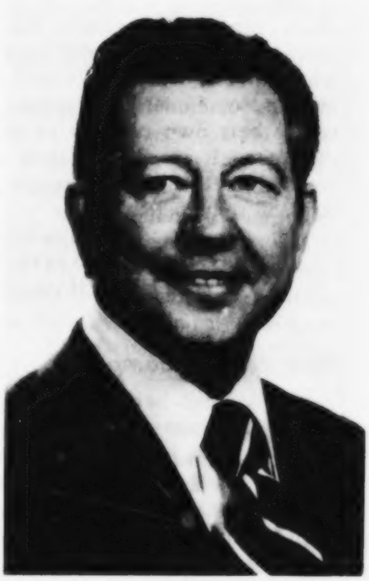
Refugee Affairs

Coordinator VICTOR H. PALMIERI traveled to Southeast Asia, February 2-18, to attend the East Asian chiefs-of-mission conference in Singapore. He visited refugee camps and discussed refugee affairs with government officials in Hong Kong and Indonesia. On his return, he also stopped in London for talks with British officials on refugee assistance and resettlement. He also attended a breakfast meeting hosted by ROSALYNN CARTER, January 29, with members of the congressional women's delegation that visited Thailand and Kampuchea in November. That afternoon he addressed a White House meeting of the National Cambodia Crisis Committee, also chaired by Mrs. Carter. On January 24 Mr. Palmieri spoke to the mayors' task force on Indochinese refugees, at a meeting of the U.S. Conference of Mayors. He addressed the annual meeting of the American Council of Voluntary Agencies, in New York, January 30. He chaired meetings of representatives of the voluntary agencies that resettle Indochinese refugees, January 25, and of the Interagency Committee on Refugee Affairs, February 1.

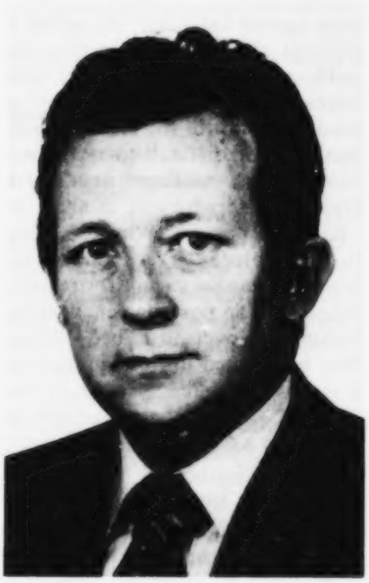
FRANK E. LOY was named deputy U.S. coordinator for refugee affairs, with the personal rank of ambassador, January 25. He attended the executive meeting of the UN high commissioner for refugees, in Geneva, January 27-31. Mr. Loy then traveled to Pakistan, January 31-February 7, for a first-hand view of the Afghan refugee situation, including visits to refugee camps and talks with officials of the Pakistani government and international relief organizations. He was accompanied by RONALD DAVIDSON of the Office of Refugee Programs, CHRISTIAN R. HOLMES of the Office of Foreign Disaster Relief, and MARIE GRIFFIN of the Center for Disease Control. On February 13, Mr. Loy testified before the House Foreign Affairs Subcommittee on Africa.

Staff member FRANK MOSS, and JERE BROH-KAHN of the Office of Refugee Programs, joined a team of representatives from the voluntary agencies and the Department of Health, Education, and Welfare, for an assessment of Indochinese refugee resettlement in the Seattle area, February 4-8. Before returning to Washington, Mr. Broh-Kahn also visited the new Indochinese transit facilities at Hamilton Air Force Base, near San Francisco. SHEPARD LOWMAN is on temporary detail as associate coordinator for domestic resettlement. In that capacity, he traveled to Geneva, February 5-12, for talks with the UN high commissioner for refugees, on training and orientation of Indochinese refugees destined for the United States. On February 14, Mr. Lowman, assistant coordinator for domestic programs CAROL HECKLINGER and staff member JOSEPH COLEMAN met with the American Council of Voluntary Agencies and private agency representatives in New York. Mr. Broh-Kahn, CARL HARRIS and FORD BROWN of the Office of Refugee Programs also met with resettlement agencies in New York, February 15. JOANNA CAPLAN has joined the staff as congressional and public affairs officer. ■

DEPARTMENT OF LOOK-ALIKES



Mr. O'Connor



Mr. Leidel

THE EDITORS of the NEWSLETTER hereby introduce OUR Donald and the other Donald. OUR Donald is Donald C. Leidel, executive director of the Bureau of European Affairs. The other Donald is Donald O'Connor, the actor and song-and-dance man. (Is there a Jimmy Durante in the Department?)

—(Continued from inside front cover)

'Selective quotations'

BAMAKO, MALI

DEAR SIR:

As a career Foreign Service officer, I take exception to Mr. Watzman's selective quotations drawn from our conversation in October which give the impression that my sole concern is to serve with my husband. Yet, at the same time I find it curious that the author of "Life in the Foreign Service; Bamako" (NEWSLETTER, January) could find only one positive statement about Bamako to attribute to me after an hour's conversation about life in Bamako, neglecting all reference to frequent electrical outages, horrendous potholes, uncollected garbage, clouds of mosquitos and constant telephone problems.

I congratulate the Department on its tandem assignment policy for Foreign Service couples. During a time when fewer FSOs are willing to accept overseas assignments because of their spouses' own career interests, it seems a particularly effective system for staffing our posts abroad. But, is it necessary for the Department to send the editor of the NEWSLETTER to the most difficult-to-staff mission on each continent to instill a desire in its personnel to serve at "hardship posts?" Why are positions in places like Bamako allowed to remain vacant for months when similar positions in western Europe are oversubscribed? Whatever happended to Foreign Service discipline and the "needs of the Service" refrain that we heard at least once a day in our A100 class?

Sincerely,
LINDA M. WAUCHOPE

A thank-you note

WASHINGTON

DEAR SIR:

This is a small note to thank you for the time, trouble and thought you have put into your article—"Life in the Foreign Service"—in the January NEWSLETTER. One sentence you used particularly appealed to me. "I wanted to spend time with Foreign Service families who, invisible to most Americans, represent the United States in un-Parislike posts."

My husband is long retired, but not being East Coast people, whenever we returned to the United States or came back on home leave we found inevitably that the only clue people in general had as to our employment was that if you got into trouble abroad you should go to the American consul who would probably spring you from jail if necessary or possibly pay your way home if you were destitute. Ambassadors were known all to be wealthy and social, who continuously went to festivities attired in formal clothes, and between that and the man who rescued you, there was nothing.

The world has changed enormously but there is still not a very clear picture of what the Foreign Service does. Out of this horrible hostage thing there might yet emerge a positive note—a glimmer of understanding in others not only about countries and cultures, but of simple and fairly intelligent people who think it worthwhile and of interest, sometimes at some risk, to serve their own country as best they can. It is called esprit de corps. Hopefully it may return to our land some better day.

Sincerely,
(MRS. N.S.) ELIZABETH G. HASELTON

Slow-thinking computer

MOSCOW

DEAR SIR:

I very much enjoyed your January article on the Wang computer and the Department's continuing efforts to utilize the products of high technology. It made me wonder all the more, however, why the NEWSLETTER's listings of personnel transfers, retirements, etc., are persistently four to six months out of date. I would think—no doubt naively—that such information could be put into any Model One computer and be available at the push of a button at presstime. Now I am beginning to wonder: Does the Department really know where we are before we send in our first paycheck tracer. Or perhaps do you also utilize the Foreign Service Lounge?

Sincerely,
RUDOLF VILEM PERINA

We editors of the NEWSLETTER, *let it be said, are so up-to-date that the Department's computer can't keep up with us. We wish the computer would feed us more timely listings each month. But it refuses to do so.*

Communicator promotions

(The following is one of several letters received by the NEWSLETTER *on this subject.)*

MANILA

DEAR SIR:

The seasoned Foreign Service communicator does not have to reflect very long or very hard on the substance of Mr. Correri's letter in the January NEWSLETTER relating to communicators' promotions, and the substance of the director general's reply, to conclude that the response of the director general is unacceptable.

Mr. Correri's points are extremely well-taken, and the response by Ambassador Barnes does little more than confirm that the staff corps will always exist as second-class citizens and be subject to treatment that would be unthinkable for the FSOs. The fact is that, because of personnel mismanagement within the Office of Communications in past years, and the lack of promotions and attendant recognition, many of the office's most seasoned and capable people have left. It is no great secret that the office is now foundering due to a lack of qualified personnel to staff middle-management positions. Worse is that this situation appears destined to become more acute, and attitudes such as that embodied in the performance of the recent promotion panels and

Ambassador Barnes' letter are central to the problem. Having served on the panel that rewrote overseas job descriptions for communications electronics officers in 1978, I know how astounded I was to find that ours was the first such effort in 14 years! Such neglect seems to typify the Department's attitude towards those who provide the communications services so vital to the Department in today's volatile world.

The response of the director general serves only to confirm Mr. Correri's observation that the performance of the communications panels was indeed poor, and thus not in the best interests of the Foreign Service.

Sincerely,
GARY A. RICHARDSON

Seniors as 'scapegoats'

BERLIN (E)

DEAR SIR:

I have just seen an article [in the International Herald Tribune] and wish to protest the references therein to older employees ("senior officials," a term which in this context I take to include staff personnel as well), with its implication that our presence is responsible for, among other things, the slow promotion rate and resulting low morale of our colleagues.

I am weary of hearing that we are to blame for the ills affecting the Foreign Service and would like to remind those who so casually use the term, "logjam," that they are talking about human beings, dedicated employees who should have the same rights as everyone else in the Foreign Service. Thanks to a biased and cooperative Supreme Court and an apparently indifferent Congress, we do not.

It has been a year since the Bradley-Vance decision, and the Foreign Service still does not have its act together. In any case, having won their suit, good taste if not good sportsmanship would now require that the Department cease using the older employees as scapegoats and, if they can't solve the problems of the Service, at least stop blaming them on the employees.

Sincerely,
MARY R. CARDOSO

Our ex-employees in Viet-Nam

BANGKOK

DEAR SIR:

Since the writing of Mr. Allitto's letter concerning former U.S. Government employees in Viet-Nam, which appeared in the February NEWSLETTER, authority has been granted and the Department of State and Justice have agreed on criteria for the parole of former U.S. Government employees and their families now in Viet-Nam who served less than the 15 years required for receiving special immigrant visas.

To date we have not had opportunity to exercise this authority and parole any of our former national colleagues with less than 15 years' service. Nor, unfortunately, do we have the impression that the Viet-Namese authorities are greatly concerned with the cases of former U.S. Government employees in Viet-Nam, or that it will grant them exit permits with any alacrity. For that matter, it is not clear that the authorities there will allow many if any persons who had a close identification with the United States to participate in the orderly departure program.

Nevertheless, we will continue working in the Viet-Namese processing unit in Bangkok to assure that when former U.S. Government employees get out of Viet-Nam we are in a position to do everything possible to help them travel to the United States.

If our Foreign Service colleagues have heard from former Viet-Namese employees who wish to come to the United States, please let us know by letter or by cable captioned Bangkok for VPU. Give us as much information as you can about their former employment, present whereabouts and family members who might accompany them. The more we know the better able we are to help them.

Sincerely,
R. H. MILTON
Counselor for consular affairs

Our Very Own Chronicle

Fifteen years ago, in March, the NEWSLETTER reported that:

A Marine security guard and three building employees were cited for discovering and dismantling a time bomb in a sixth-floor hallway at Embassy Bogota . . . . The Department, accepting guidance from its Committee on China, Glass and Silver, began buying American-made tableware for embassies and official residences, as part of an effort to combat the balance-of-payments problem . . . . Robert A. Lewis, the "Flying Consul," was given a rave notice in the Congressional Record for learning how to fly an airplane, the better to perform his duties in Korea . . . Consul general Henry H. Ford, 52, was killed in an auto accident on the Autobahn, near Frankfurt.

Foes of the language

DAMASCUS

DEAR SIR:

I have read with some trepidation that we are to have an "automated letter sortation" system. I tried without success to find "sortation" in the dictionary. Perhaps "sortition," the casting of lots, was intended.

Apparently the struggle to resist English language puffery was lost when the Department initiated "emergency visitation travel." (Thank God, even in the era of heightened consciousness, I have never received a visitation.)

I feel obliged to raise my voice in protestation over this embrodieration of the language. Can the NEWSLETTER provide any intermediation?

Sincerely,
DAVID G. NEWTON
Deputy chief of mission ■

American diplomacy 1780

By Jan K. Herman

March 1780

Bull in a China Shop

The armed neutrality proclamation of last month bodes well for the war effort. Since many convoys on neutral ships will now sail armed, Britain will find it more difficult to intercept them and confiscate their cargoes, some destined for America. To counter the new reality in European waters, British warships will have to be recalled from duty in America.

Franklin confers with Vergennes, pointing out that the time is ripe for another French fleet and an expeditionary force of King Louis' troops. The French foreign minister agrees in principle and promises to bring up the matter at the next meeting of the King's Council.

The Marquis de Lafayette, about to return to America after several months at home, is delighted by the prospect of a greater French commitment to his favorite cause. On the 14th he embarks with the happy news.

Armed neutrality requires a change in American policy as well. Franklin sees the value of recognizing the sanctity of neutral shipping and writes to the president of the Congress: ". . . I have . . . instructed our ships to bring in no more neutral ships, as such prizes occasion much litigation and create ill blood."

There is little cause for other optimism. The old man has his hands full with an assortment of problems. He spends far too much of his time unsnarling America's tangled maritime affairs, the latest being a strike by unpaid seamen. Many refuse to sail aboard American vessels until they have been given prize money promised them. Marooned at a French pier without a crew is the Alliance, a reliable vessel Franklin often depends upon to carry home his dispatches.

The situation is complicated by the continuing escapades of the unstable Captain Landais, a French naval officer whose insane jealousy of John Paul Jones has nearly led to personal violence on several occasions. It was during the engagement between the "Bonhomme Richard" and the "Serapis" last September that Landais, commanding the Alliance, actually fired a broadside into the Richard, probably hastening that vessel's demise. During a recent cruise of American vessels in the North Sea, feelings ran so high between Landais and Jones that the Frenchman now demands a court-martial in America both to clear his name and discredit his rival.

Franklin responds to such hindrances by begging the Congress ". . . that some person of skill in such affairs may be appointed, in the character of a consul, to take charge of them."

When not occupied with these matters, the diplomat has other crises to contend with. The desperate state of American credit is one. Hoping to ease the pressure on the treasury at home, the Congress has further devalued the already valueless currency by 40 to 1. This action has badly stung French creditors, who collectively see an investment of $200 million shrink to $5 million overnight. Vergennes points out that many Frenchmen now feel themselves "plundered." Franklin finds the situation an acute embarrassment, having learned of the devaluation through secondary sources. He writes to the Congress for clarification. "As I have had no letter explaining this matter, I have only been able to say that it is probably misunderstood, and I am confident the Congress has not done, nor will do anything unjust towards strangers who have given us credit . . ."

Yet all these headaches are trifling compared to the discomfort brought on by the reappearance of John Adams. Having recently arrived in Paris from America, the stuffy New Englander has thus far acted like a bull in a china shop, upsetting the diplomatic environment Franklin has so delicately fashioned. His angry letters to the French foreign minister, and his tactless remarks about French "dissipation, vanity and knavery," have stirred Vergennes' wrath. Adams' instructions are to act as a peace commissioner once negotiations with Britain begin, yet he sees himself as a full-fledged ambassador and continues to act as such. Vergennes coolly refers to him as Mr. Adams, the assistant at the conferences for a peace. His puritan temper inflamed, and with little to occupy him, Adams broods over this slap in the face and concocts more mischief for Franklin to undo. ■

(One of a series)

OBITUARIES

Mr. Berger

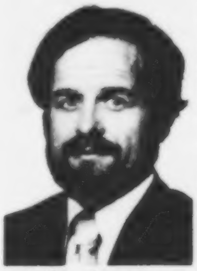
Samuel D. Berger, 68, former ambassador to South Korea and deputy ambassador to Viet-Nam, died of cancer at his home on February 12. He served in Seoul, 1961–64, and was in Viet-Nam during the height of U.S. presence there, 1968–72.

Mr. Berger was a labor specialist during the early part of his career. His first assignment was to London in 1945 as labor officer. During the 50s, he served at two Far East posts: Tokyo, as political counselor, and Wellington, as deputy chief of mission and consul general. In 1958, he was appointed deputy chief of mission in Athens, where he served until his assignment to Seoul. After a detail to the National War College, he was deputy assistant secretary for East Asian affairs, 1965–68. He also served as deputy coordinator of the Senior Seminar in Foreign Policy at the Foreign Service Institute, and became special assistant to the director of the institute before retiring in 1974.

Mr. Berger, born in New York, graduated from the University of Wisconsin in 1934. In the late '30s, he went to Great Britain on a Carnegie fellowship to study the British trade union movement. He then joined the U.S. lend-lease mission there in 1942, to work on manpower and labor problems. He served as a captain overseas in the Army, 1944–45. He leaves his wife, three stepdaughters, two brothers, one sister and two stepgrandchildren. The family suggests contributions to DACOR Education and Welfare Fund, 1718 H Street N.W., Washington, 20006.

Edward P. Prince, 62, a retired Foreign Service officer, died on January 11. His first Foreign Service assignment was to Budapest, as political-commercial officer in 1946. He was chief of the political section in Wellington and, later, Dublin. In 1948, he was appointed administrative-visa officer in Montreal, followed by an assignment to Helsinki as labor representative officer. Mr. Prince was chief of the Office of Australian, New Zealand and Pacific Island Affairs for one year, then was economic officer in Ankara from 1963 until 1966. In the latter year he was assigned to Tehran as economic-commercial officer. He retired in 1973.

Mr. Prince, a native of Illinois, was graduated from Harvard University. He was a Navy lieutenant overseas, 1941–46. Survivors include his wife, of Great Hill Road, Tamworth, N.H. 03886, three sons and one daughter.


Mr. Mann

Jay Irving Mann, 32, a Foreign Service officer assigned to the Bureau of Intelligence and Research, died of leukemia on February 23. He joined the Service in 1978, and was appointed consular officer in Nairobi. Later that year, he returned to the Department as a political analyst in the Office of Research and Analysis for Africa.

Mr. Mann graduated from Colby College in Maine. He received a master's from Aberdeen University in Scotland, and a Ph.D. from Boston University. He leaves his wife, of 5547 N. 15th St., Arlington, Va. 22205, a son and daughter. The family suggests contributions to the American Cancer Society or the American Leukemia Society.

Richard G. Smith, 61, a retired Foreign Service officer, died on February 3. He began his career in 1940 as a clerk, serving in Kingston, Moscow, Calcutta, and New Delhi. In Bern, he was an administrative assistant. Assigned to Paris in 1947, he served as political analyst. Mr. Smith was economic officer in Curacao from 1951 until 1955, when he was transferred to Barcelona as consular officer. A detail to the Department of Commerce preceeded an assignment to Brussels in 1963 as assistant commercial officer. His last post before retiring in 1972 was Taipei, where he was economic-commercial officer. Survivors include his wife, of 320 Scott Avenue, Sarasota, Fla. 33580.

Ms. Watkins

Lillian V. Watkins, 59, a mail and file clerk in the Passport Office for the last 13 years, died at Providence Hospital on February 21. Joining the Department in 1967, she spent her entire career assigned to the administrative section of the Passport Office. Ms. Watkins, a native of North Carolina, worked for the War Department in 1942 and was a clerk with the Bureau of Printing and Engraving, 1942–51. Survivors include her husband, of 1124 Geranium Street, Washington, D.C. 20012, and a son.

Mr. Berry

J. Lampton Berry, 71, ambassador to Ceylon in the late '50s, died on February 5. His Foreign Service career began in 1934. Until 1939, he rotated among several posts, including Durban, Johannesburg, Lourenco Marques, Capetown and Port Elizabeth. In 1940, he was assigned to Calcutta. He also served in New Delhi as secretary to the U.S. commander to India and secretary to the personal representative of the President.

Mr. Berry held several Department positions. During the '40s, he served as assistant chief of the division of Middle Eastern and Indian Affairs, followed by an assignment as special assistant to the director of the Office of Near Eastern and African Affairs. He was a staff member of the Policy Planning Staff from 1948 until 1950, when he was detailed to the Air War College. After serving for one year as consul general and minister in Singapore, he returned to the Department as special assistant to the deputy under secretary for administration.

His appointment to Ceylon came in 1958. He then served for two years as deputy assistant secretary for Near Eastern, South Asian and African affairs. Mr. Berry was deputy director of the Bureau of Intelligence and Research, 1959-60, and then returned to the Bureau of Administration, again as special assistant to the deputy under secretary. His last assignment before retiring in 1961 was deputy director general of the Foreign Service.

Born in Mississippi, he earned a bachelor's and master's at the University of Mississippi, and attended Yale University, 1932-34. Survivors include his wife, of 1504 Gill Street, Columbia, Miss. 39429.

James Amory, 62, a retired Foreign Service officer, died after a heart attack on November 30, in France. His first Foreign Service assignment was to Bombay in 1949, followed by assignments to Helsinki and Paris. After a detail to the Department of Commerce, he was appointed commercial officer in Bern and then Frankfurt, where he was assistant director of the U.S. Trade Center. His last post was Bonn, where he was economic/commercial officer. He retired in 1971.

Mr. Amory was graduated from Randolph-Macon College, received his master's at Harvard and did additional graduate work at Columbia. During World War II he served in the Pacific theater. He leaves his wife, of Plum Tree Cottage, Dittisham, Devon, TQ6 OEX, England.

Joseph A. Angotti, 73, a retired Foreign Service officer, died on November 16. He served as budget and fiscal officer in Frankfurt, Berlin and the Department. In 1956, he was appointed attache and second secretary in Rome. Returning to the Department in 1958, he served as supervisory budget officer and analyst until 1961, when he was assigned to Kabul as second secretary. His last assignment was to the Department as administrative specialist in 1965. He retired in 1966.

Mr. Angotti, a native of West Virginia, attended Ohio State University, and served overseas in the Army, 1943-45. Survivors include his wife, of 1610 S. Palmetto #6, S. Daytona, Fla. 32019, and two daughters.

Douglas Jenkins Jr., 70, a retired Foreign Service officer, died on January 26. After an initial assignment to Mazatlan in 1931, Mr. Jenkins served as vice consul at three consecutive posts in the Far East: Yannanfu, Nanking and Shanghai. A one-year assignment to Warsaw was followed by a tour in Stockholm in 1939, where he became second secretary in addition to consular officer. Subsequent assignments in the same capacity include Managua, Canberra, Yokohama and Kobe. In London, he was first secretary and then went on to serve as consul general in Port-of-Spain, 1955-58. His last appointment was executive secretary for the Board of Examiners of the Foreign Service, in 1958. He retired in 1961.

Mr. Jenkins was born on the French Island of St. Pierre et Miquelon near Newfoundland, to American parents. He attended school in China and was a graduate of the University of Virginia. Survivors include his wife, of 173 Tynes Ave., Riverland Terrace, Charleston, S.C. 29412.

Henry J. Lilienfield, 74, a retired Foreign Service officer, died on January 7 at Georgetown University Hospital, after a heart attack. Mr. Lilienfield, a native of New Jersey, received a law degree from St. John's University in New York in 1931, and worked for welfare agencies for several years thereafter. He was a senior analyst for the Bureau of the Budget for five years, and was an assistant director with the Veterans Administration until 1951, when he took a position as organization and methods examiner with the Department. Converting to the Foreign Service in 1955, he was assigned to Bonn as second secretary and consular officer. He served for one year as administrative officer in Frankfurt, then was transferred to Munich in 1959. His last post was London, where he was second secretary and consular officer. He retired in 1966.

Mr. Lilienfield, active in Howard County (Md.) civic affairs, was a member of the county committee on aging and a trustee of the county general hospital. He is survived by his wife, of Reservoir Road, Fulton, Md. 20759, two sons, one daughter, 12 grandchildren and four great-grandchildren.

John H. Hermanson, 59, a retired Foreign Service officer, died of a cardiac arrest, at his home, on January 23. Joining the Foreign Service in 1945, he was assigned to London, where, he had served during the war as a civilian intelligence official in the office of the U.S. naval attache. In 1950, he was appointed vice consul in Johannesburg. This was followed by an appointment to Kabul as second secretary. After a Department assignment to the Bureau of African Affairs, Mr. Hermanson was transferred to Rabat in 1962, where he served as first secretary. Later, he became director of the Consolidated Administrative Management Organization and, then, first secretary in Abidjan. He returned to the bureau before retiring in 1968.

Born in Boston, Mr. Hermanson was a graduate of Lowell Commercial College. He also attended the London School of Economics. He leaves his wife, of 1825 Ivy Oak Square, Reston, Va. 22090, two daughters, one brother and one grandchild.

Dorothy J. Boland, a retired Foreign Service personnel officer, died on January 14 in Dorchester, Mass. Joining the Foreign Service as a clerk in 1948, she served in London, New Delhi, Athens and Bonn. She was an administrative assistant in Coblenz and Cairo and went on to serve as personnel officer in Khartoum, New Delhi and Hong Kong. She retired in 1970. Ms. Boland, a native of Massachusetts, leaves three sisters. The family suggests contributions to the St. Vincent de Paul Conference, St. Aloysius Church, 19 Eye Street N.W., Washington, D.C.

Hallye Heiland, 68, a retired Foreign Service officer, died on November 21. She began her career in 1947. She served as a clerk in Lima, Jidda and Madrid, where she progressed to accountant and, then, disbursement officer. In 1956, Ms. Heiland was assigned to Tehran as budget and fiscal officer, and became consular officer and second secretary there. She returned to the Department in 1959 as a systems accountant. She served as second secretary in Bonn and Lima before retiring in 1966. There are no known survivors.

Gordon Chase, 47, a former Foreign Service officer who transferred to the National Security Council, died in Boston on January 10 of injuries suffered in a car accident. He joined the Foreign Service in 1956 and served as second secretary and vice consul in Karachi and London. In 1962, he was detailed to the National Security Council. He transferred to that agency in 1965.

Born in Massachusetts, Mr. Chase received a bachelor's at Harvard. He was the first person with only a bachelor's degree to receive tenure at Brandeis University, where he was a professor of public policy.

Mr. Chase was a former State of Massachusetts human resources director, and also a former New York municipal official. He was a first lieutenant in the Marine Corps, 1954-6. Survivors include his wife, three children and two stepchildren. The family suggests contributions to the Gordon Chase Memorial Fund at Brandeis University, Waltham, Mass.

Miriam Shattuck Bash, wife of retired Foreign Service officer Edward J. Bash and mother of Edward J. Bash Jr., economic/commercial officer in Lisbon, died of a pulmonary embolus at her home on December 18. Mrs. Bash, a painter and sculptor, accompanied her husband on assignments to Cuba, Brazil and Sweden. She is survived by her husband, of 343 Sudduth Circle N.E., Fort Walton Beach, Fla. 32548, one daughter, two sons, her mother and a sister. Contributions may be sent to Mimi Bash Memorial Art Show and Festival, P.O. Box 476, Fort Walton Beach, Fla. 32549.

John Winchester MacDonald III, 24, son of John W. MacDonald Jr., political officer in Geneva, died of accidental asphyxiation in Tangier on December 10. Born in Ithaca, N.Y., he accompanied his father to several posts including Zurich, Nice, Paris, Tripoli, Hargeisa, Nairobi, Mogadiscio, Tunis, Conakry, Sarasota and Tangier, where he recently became a French teacher at the American School. He attended the State University of New York, the Institut Catolique of Paris, the Sorbonne and New College in Sarasota. ■

KINSHASA, Zaire—Ambassador *Robert B. Oakley*, left, congratulates the Marine security guard detachment for its receiving the 1979 "Most Improved Detachment" award. From left: *Carl Stewart; Robert Muhne; Joni Feid*, wife of the noncommissioned officer-in-charge, *Donald Feid* (on her left); *Ronald McCrae; Ronald Beale; John McIntyre;* commanding officer *Ronald Richard*.

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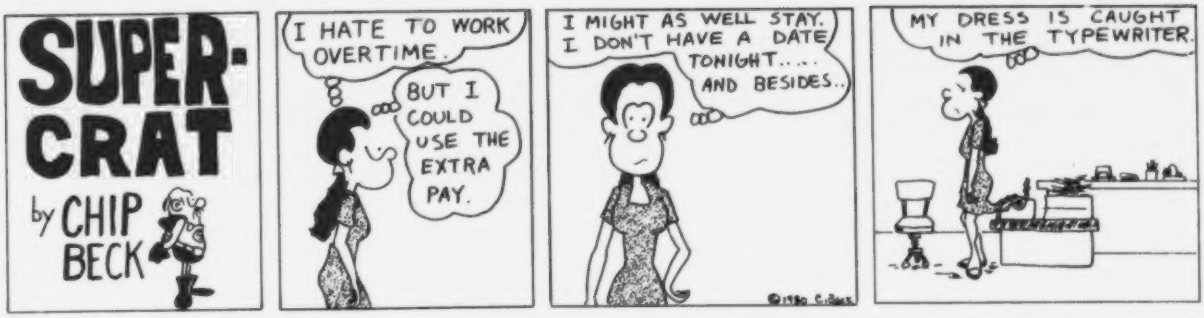
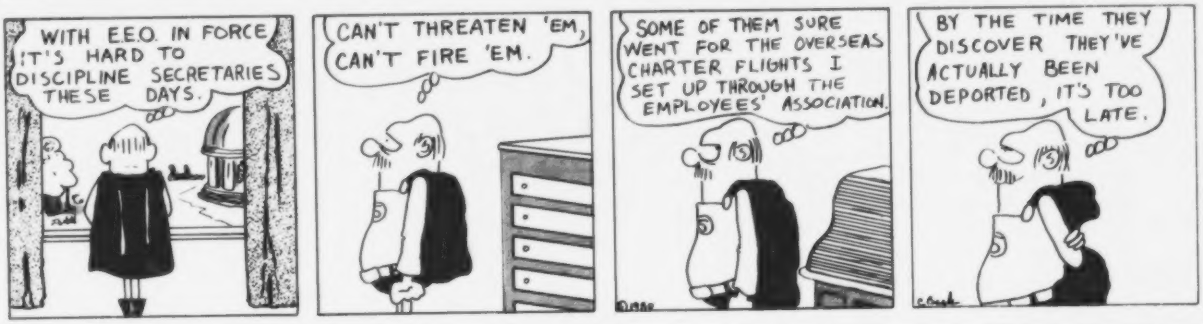
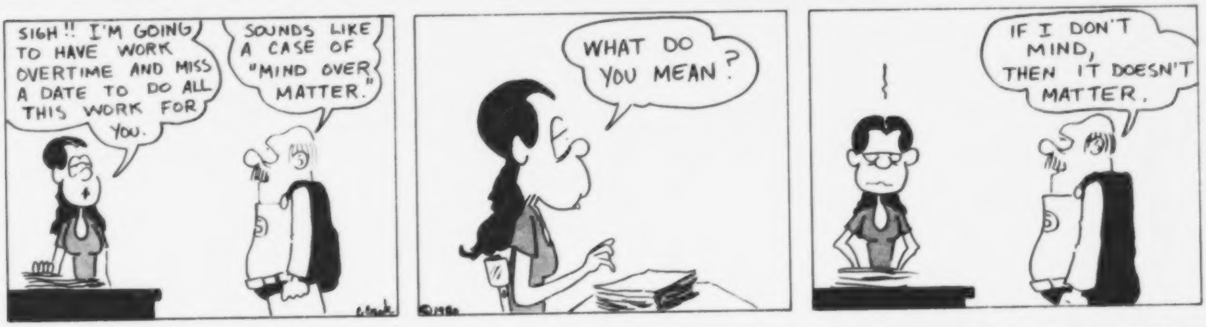
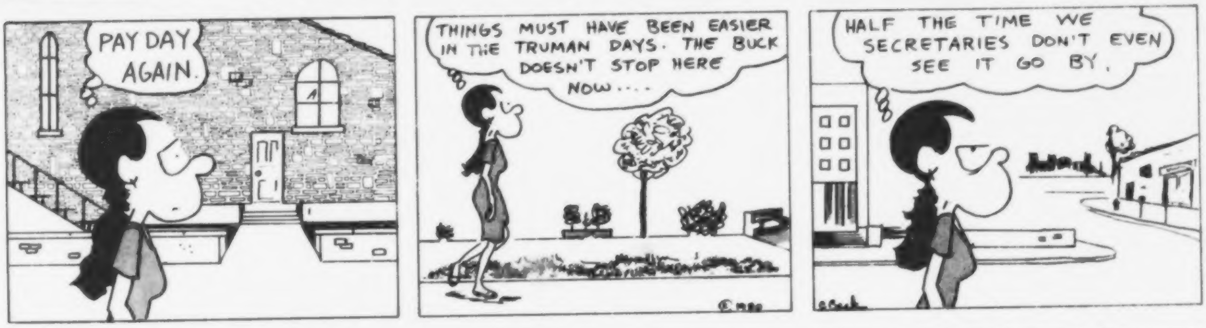

SUPER-CRAT
by CHIP BECK
I HATE TO WORK OVERTIME.
BUT I COULD USE THE EXTRA PAY.
I MIGHT AS WELL STAY. I DON'T HAVE A DATE TONIGHT..... AND BESIDES..
©1980 C.Beck
MY DRESS IS CAUGHT IN THE TYPEWRITER.


WITH E.E.O. IN FORCE IT'S HARD TO DISCIPLINE SECRETARIES THESE DAYS.
CAN'T THREATEN 'EM, CAN'T FIRE 'EM.
SOME OF THEM SURE WENT FOR THE OVERSEAS CHARTER FLIGHTS I SET UP THROUGH THE EMPLOYEES' ASSOCIATION.
©1980
BY THE TIME THEY DISCOVER THEY'VE ACTUALLY BEEN DEPORTED, IT'S TOO LATE.
C.Beck


SIGH!! I'M GOING TO HAVE WORK OVERTIME AND MISS A DATE TO DO ALL THIS WORK FOR YOU.
SOUNDS LIKE A CASE OF "MIND OVER MATTER."
C.Beck
WHAT DO YOU MEAN?
©1980
IF I DON'T MIND, THEN IT DOESN'T MATTER.


PAY DAY AGAIN.
THINGS MUST HAVE BEEN EASIER IN THE TRUMAN DAYS. THE BUCK DOESN'T STOP HERE NOW....
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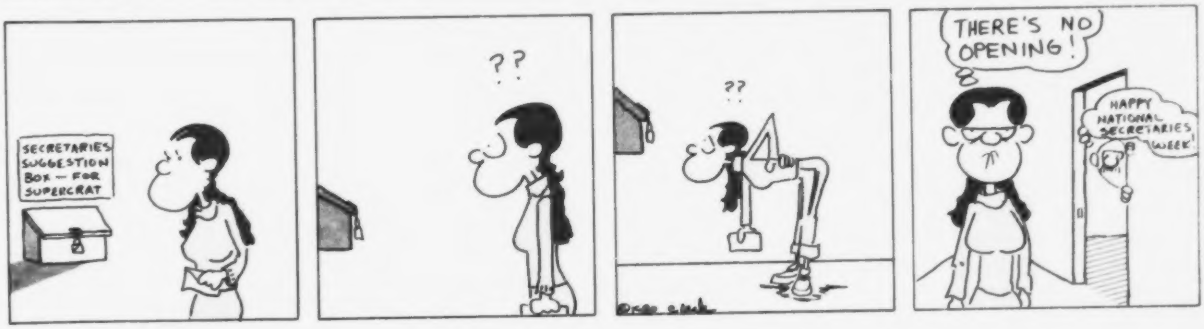
HALF THE TIME WE SECRETARIES DON'T EVEN SEE IT GO BY.
C.Beck


SECRETARIES SUGGESTION BOX — FOR SUPERCRAT
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NEWSLETTER

APRIL 1980 • NO. 222

222

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LETTERS TO THE EDITOR

Vitale is innocent

MIAMI, FLA.

DEAR SIR:

Reference is made to the article [in the October NEWSLETTER], Page 12, wherein visible notice was given of my indictment by a federal grand jury for conspiracy to defraud the U.S. Government and conflict of interest.

As you may know, a 35-count indictment was involved. On December 5, 1979, Count 1, which involved the conspiracy count, was dismissed at the request of the U.S. Government. Also, on December 5, 1979, a federal jury returned a verdict of not guilty on Counts 2 through 35. There are enclosed a letter from my attorney and a copy of the judgment of acquittal, for your information.

Since the publishing of the above described NEWSLETTER article, many friends of mine in the Foreign Service have inquired as to the outcome of the proceedings. I would, therefore, appreciate your publishing the results of the proceeding in one of your future Department of State NEWSLETTERS. You cooperation is appreciated.

Very truly yours,
A. STEPHEN VITALE ☐

Applause

FLAGSTAFF, ARIZ.

DEAR SIR:

I want to thank and compliment you on your excellent article in the January issue of the NEWSLETTER. "Life in the Foreign Service" deserves much wider circulation among the general public and to members of Congress, and I hope there is some way to do that.

Having served my entire career in so-called "hardship" posts, I can easily enter into the spirit of the people serving in such posts now, which you so admirably captured in your article. Let's have more of that kind of reporting in the NEWSLETTER.

Sincerely,
LEON B. POULLADA
Ambassador (Ret.) ☐

Complaint on hiring program

WASHINGTON

DEAR SIR:

I would like to address the article which appeared in your March NEWSLETTER concerning equal employment opportunity.

I am one of 1700 applicants who passed the December 1979 Foreign Service examination who is being denied further due consideration as a result of the Department's new hiring program, which by the way, *is* based on a differential scoring system—non-minorities must score 75 or above, whereas minorities need only a 70 to be considered further in the assessment process. The result of this action by the Department of State has been to deny me improperly further consideration for employment in the Foreign Service solely because of my race and ethnic background, a violation of my right to equal protection of the law under the Fourteenth Amendment of the Constitution and Title VI of the 1964 Civil Rights Act. As Justice Powell said in the majority opinion on the Bakke case: "Preferring members of any group for no reason other than race or ethnic origin is discrimination for its own sake."

Affirmative action is a worthy objective, but not at the expense of another's individual rights. The Department made an explicit commitment to potential applicants and it must follow through on that commitment to preserve the integrity of its employment process. I, along with the other 1700 applicants being denied further consideration, am a victim of reverse discrimination as a result of the Department's new hiring system. Unless this decision is reversed, I believe we will have to consider a class action reverse discrimination suit against the Department of State.

Sincerely,
CAROLINE WIZNITZER ☐

On minorities

JAKARTA

DEAR SIR:

A summary of State telegram 056975 (Subject: Passing Score on FS Exam and Minorities) reads as follows:

"There have been press reports in Washington that the Department has established two different passing scores for the Foreign Service Examination, one being lower for minorities. This report is wrong. The Secretary (has) decided that we would not adopt an arrangement based on a differential passing score. Instead, we decided to adopt a passing score of 70 for minorities and non-minorities alike. All minority candidates making 70 or higher will be invited to participate in the subsequent assessment procedure,

—*(Continued on Page 65)*

Transfer Tremors ....by ebp *

I was almost transferred to FRANCE, but I didn't want to become a PARIS-ite.

I was almost transferred to LOME, but I didn't want TO GO.

I was almost transferred to IRAQ, but, like, that wasn't my BAGH-DAD.

*—(Editor's note: "ebp" is Edward B. Pohl, director of joint administrative operations at Embassy Niamey, in Niger.) ☐

Department of State NEWSLETTER

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Department of State
NEWSLETTER

THE COVER—As a symbol of support for the U.S. hostages in Iran, Americans had gathered at sunset for candlelight vigils, every Sunday evening, across from the Iranian embassy in Washington. The vigils began on November 25, and were to continue until the hostages were freed. [Iranian diplomats were expelled from the United States as of April 8]. *(Photo by Donna Gigliotti)*

MIDDLE EAST REPORT

Department puts case against Iran to International Court

State demands freedom for hostages, prosecution of terrorists

As part of the effort to win freedom for the hostages in Tehran, the United States again has taken its case to the International Court of Justice, in The Hague. Following are excerpts from a presentation made March 18–20 by Roberts B. Owen, Department of State legal adviser. The court has taken his arguments under advisement.

THE PRESIDENT: The sitting is open. The Court meets today to hear oral argument on the case concerning *United States Diplomatic and Consular Staff in Tehran* brought by the United States of America against the Islamic Republic of Iran . . . I note the presence in Court of the agent and counsel of the United States of America, as already mentioned, the Court has not been notified of the appointment of an agent for the government of the Islamic Republic of Iran, and I note that no representative of that government is present in Court. I now call upon the agent of the United States of America to address the Court . . .

MR. OWEN: Mr. President, distinguished members of the Court: My name is Roberts Owen. Once again (NEWSLETTER, January) I have the honour to appear before the Court as agent of the Government of the United States of America in the case concerning United States diplomatic and consular staff in Tehran . . . Mr. President . . . To the extent that a State uses force to assault the mechanisms of peaceful diplomacy, it strikes at the jugular of the entire system by which the world seeks to maintain the peace.

These principles have been so uniformly recognized that for literally centuries no State has used force against the diplomatic envoys and

Peace Palace at The Hague, seat of the International Court of Justice. At left is UN flag. ***(UN photo by Evan)*** ☐

embassies of another. Occasionally rebellious political groups or individuals have assaulted embassies and diplomats, but governments have not. For centuries international wars have come and gone, but by universal agreement embassies and their diplomatic staffs have been regarded as inviolable from official interference through the use of force. That great tradition of recognizing and honouring the inviolability of embassies and diplomats has now been shattered for the first time in modern history . . . Fifty-three of my countrymen are still held in precarious captivity as I stand before the Court today. During these hearings . . . consider, if you will, what would happen to the fabric of international relations if this Court and the world community were to exhibit any degree of tolerance for what the Iranian Government has done and continues to do . . .

In essence, we seek a series of declarations which will conclusively establish to all within the international community that the government of Iran has committed gross violations of its international obligations to the United States and that it is bound to put an end to the present unlawful situation. We also seek a declaration to the effect that Iran's unlawful conduct has given rise to an obligation to make reparations to the United States of America . . .

Turning to the facts, I propose to start, Mr. President, with one brief comment on the political structure which has existed within the State of Iran throughout the relevant period. As the Court is aware, the Islamic revolution in Iran began in late 1978. The former shah left the country, and the reins of power thereupon came into the hands of the Ayatollah Khomeini. With great rapidity the ayatollah established himself as the *de facto* chief of state, and he has been, without any question, the supreme political authority in Iran ever since that time. Throughout the period with which this case is concerned the Ayatollah Khomeini has been in direct control of the Iranian armed forces; he has received foreign envoys, accepted resignations of prime ministers and other officials, delegated authority to the Revolutionary Council, and in general exercised ultimate control over all important governmental decisions. To date the ayatollah and his immediate colleagues have admittedly been operating as an interim government, but under the constitution which was formerly adopted in December 1979, the ayatollah will continue to be the supreme authority in the political structure of Iran. Indeed, although Mr. Bani-Sadr has now been elected president, Principles 5, 107 and 110 of the Iranian constitution expressly place the ultimate power to govern in the hands of the Ayatollah Khomeini, who is identified by name in the constitution, and that constitutional arrangement will obviously continue in force even after the installation of a new legislature in April or May. It should be emphasized additionally that the ayatollah's role is not titular; as demonstrated by additional facts which I shall describe in a moment, the Ayatollah Khomeini enjoys ultimate power of decision over the entire governmental apparatus and over the so-called militant students who have been holding the American hostages in captivity for so long. Against that political background I should like now to turn to the autumn of 1979, when the story of this case begins.

Before describing what happened on 4 November 1979, the date of the actual seizure of the American embassy, I should like to refer to two significant events which occurred before and after 4 November. The two dates involved are 1 November 1979, three days before the attack on the embassy, and 1 January 1980—

almost two months after the initial attack. The two dates have something in common: on each an Iranian mob threatened to attack a foreign embassy, and on each the government of Iran took effective action and protected the embassy in question.

Let me begin with 1 November 1979. Four days previously the Ayatollah Khomeini had delivered an inflammatory speech saying in effect that all of the problems of Iran stemmed from America, and, in the next few days, the United States embassy in Tehran heard rumours that a mass demonstration in the vicinity of the embassy was planned for 1 November. On the morning of 1 November the people in the embassy took stock of the security situation and concluded that there were a sufficient number of Iranian police in the area to deal with the planned demonstration, and, in that conclusion, they were correct. At one point during the day there were as many as 5,000 demonstrators marching back and forth in front of the embassy, but the chief of police was present with adequate forces and the government kept the entire situation under complete control. We think it is indisputable that on 1 November the government of Iran recognized its duty to provide complete protection for the embassy and all those within its walls, and on that day the government of Iran fulfilled its duty in a completely satisfactory way.

Exactly the same phenomenon occurred two months later, although a different embassy was involved. On 1 January 1980 a large mob physically attacked the Tehran embassy of the Soviet Union, but, again, the security forces of the Iranian government were on hand to prevent its seizure. Regrettably, those forces were unable to prevent the defilement of a Soviet flag, but the news films of the attack of 1 January, as well as the films of a second attack on the Soviet embassy on 3 January, graphically portrayed the security forces of the government of Iran protecting the embassy premises. As I shall indicate in a moment, the events of 1 November and 1 and 3 January stand out in dramatic contrast with the events which began to unfold on 4 November 1979 . . .

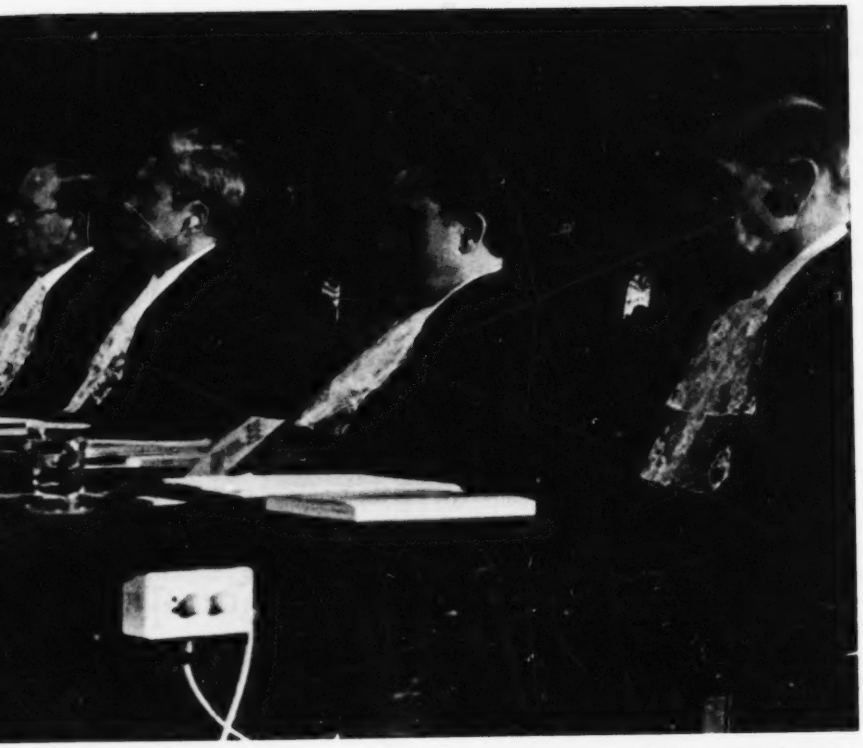
Listening to the U.S. legal arguments are these judges of the International Court of Justice (from left): ***Jose Sette Camara*, Brazil; *Robert Ago*, Italy; *Salah El Dine Tarazi*, Syria; *P. D. Morozov*, Soviet Union; *Andre Gros*, France; *Taslim Olawale Elias*, Nigeria, vice president; Sir *Humphrey Waldock*, United Kingdom, president; *Manfred Lachs*, Poland; *Nagendra Singh*, India; *Hermann Mosler*, Federal Republic of Germany; *Shigeru Oda*, Japan; *Abdullah Ali El-Erian*, Egypt; *Richard R. Baxter*, United States.** □

First of all, the evidence makes clear that the government of Iran, including the Ayatollah Khomeini, either knew or should have known in advance that the United States embassy was going to be attacked by an organized group of people who claim to be university students. In the preceding days the ayatollah had made a number of speeches calling for anti-American demonstrations, and the students have since publicly proclaimed that when they attacked the embassy they were acting in response to the ayatollah's call to "intensify their attacks against America."

Moreover, the students have recently revealed that prior to the attack they consulted with a man named Mosavi Kho'ini, an official of the Iranian government's broadcasting organization. They wanted to know whether the proposed attack would be consistent with the policy of the Ayatollah Khomeini and he confirmed that it would. Moreover, Mr. Kho'ini then contacted Mr. Gotbzadeh—then in charge of Iranian broadcasting and now the foreign minister of Iran—to urge him to support the attack when it occurred, and, as we know, that support was given . . .

On 1 November, as I mentioned earlier, the police authorities were fully aware that in that period there was a very real danger that the current demonstrations in the embassy area might lead to an attack and the police had demonstrated through their actions of 1 November that they had the ability to deal with and thwart any such attack if they wished to do so. The simple fact is that on 4 November, when an attack actually occurred, they evidently made a deliberate choice *not* to do their duty.

On 4 November there was a demonstration of approximately 3,000 people in front of the American embassy. The size of the crowd was not unmanageable; it was substantially



smaller than the crowds of 5,000 and more than the Iranian security forces had previously demonstrated their ability to control. But, 4 November they evidently decided to stay out of the way. The relatively small group which carried out the assault on the American embassy was hardly a formidable military force, and, yet, according to eyewitnesses, the Iranian security personnel stationed in the area simply "faded" from the scene. Since that was exactly the opposite of the conduct which they had displayed during the much larger demonstration of three days before, it is hard to believe, I submit, that their mysterious withdrawal resulted from anything other than a deliberate political decision by their superiors . . .

Moreover, the deliberateness of the decision to allow, and indeed encourage, the attack is made clear by yet another significant event. It appears that, as a result of the repeated American requests for assistance, specific orders were actually given to an official security force known as "The Revolutionary Guards." According to a subsequent official statement . . . the Revolutionary Guards were actually ordered to proceed to the embassy immediately, but, instead of being ordered to terminate the attack which was then going on or to clear the embassy grounds of intruders, they apparently were ordered to protect the attackers. According to the statement to which I have just referred, the students later thanked the Revolutionary Guards for their support in taking possession of the embassy . . .

Mr. President, protests by the United States began to be heard by the government of Iran from the moment of the inception of the attack. As I have mentioned earlier, the beginning of the attack prompted immediate calls for help from the senior United States official in Tehran, Mr. Laingen, who vigorously protested the government's failure to prevent the attack and demanded that the government of Iran fulfil its duty to protect the embassy and its personnel.

Moreover, as soon as it became apparent that the seizure of the embassy and the American diplomats was more than temporary, the President of the United States summoned a former United States attorney general, Mr. Ramsey Clark, to Washington and commissioned him a special emissary to travel to Iran and seek the release of the hostages. Mr. Clark's principal responsibility was to negotiate with the authorities in Tehran and he set off for Iran on 7 November, stopping in Istanbul to change planes.

That was as far as he got. By the time Mr. Clark reached Istanbul the government of Iran, through the Ayatollah Khomeini and others, had stated very clearly that the hostages would not be released until the United States had fulfilled certain political demands, including particularly the extradition of the former shah, who was then undergoing treatment for cancer in a New York hospital. On 7 November, when Mr. Clark had reached Istanbul, the Ayatollah Khomeini proclaimed that discussions between the United States and Iran could not even begin until the shah had been turned over to the Iranian authorities . . .

This is not to say that there were no conversations between Mr. Clark and the authorities in Tehran. As a matter of fact, while Mr. Clark was in Istanbul he had a series of telephone conversations with senior members of the Iranian governmental structure, including the Ayatollah Beheshti, who was then secretary of the Revolutionary Council; Mr. Gotbzadeh, then minister for national guidance; and Mr. Bani-Sadr, the supervisor of the ministry of foreign affairs at that time. During these conversations Mr. Clark made it very clear that the United States regarded the seizure of the hostages and the embassy as totally illegal and unjustifiable . . . Although Mr. Clark never had an opportunity to carry out the essential function that he was supposed to perform, namely to open negotiations with the government of Iran, nevertheless he managed to lodge unequivocal protests which made clear—if indeed any clarification was needed—that an enormously important dispute had arisen between the two States . . .

During the time it was making these protests with respect to Iran's illegal conduct, the United States was also employing diplomatic channels for the same purpose. During the first few days following the embassy takeover, the United States asked other governments which maintained embassies in Tehran to make démarches on the Iranian foreign ministry calling upon Iran to release the American hostages . . .

Incidentally, if I may be permitted a personal aside, I happen to reside only a few blocks from the Iranian embassy in Washington and I pass the Iranian embassy almost every day on my way to and from the State Department. Almost every day over the past four and a half months I have been struck anew by the irony of the fact that while our embassy and our diplomats in Iran have been in a state of captivity, the embassy of the Islamic Republic of Iran in Washington has been fully protected by the United States and has been going about its business in a perfectly peaceful fashion without the slightest molestation of any kind.

For four and a half months our embassy has been physically held captive and has been totally unable to function as an embassy; and the Iranian Embassy in Washington has been functioning without interruption throughout.

For four and a half months—more than one-third of the year—the American hostages have been imprisoned and for at least part of this time, bound hand and foot and intimidated and threatened and harassed in inhumane conditions, while the Iranian diplomats still in Washington have been left free to come and go as they please, to carry out their diplomatic duties and to enjoy the ordinary peaceful pleasures of life.

For the past four and a half months the premises and records and documents and archives of the American embassy in Tehran have been ransacked, used at will by the militants in Tehran and discussed in the public press by high Iranian officials, while the Iranian premises and archives in Washington have been preserved inviolate.

Mr. President, I submit that the restraint thus demonstrated by the United States should not be regarded as a sign of weakness. It should be regarded as a sign of strength, a demonstration of the ability of the United States Government and the American people to overcome and control the very strong and understandable temptation to strike back at Iran. In the decision to exercise such restraint the United States' commitment to the rule of law has played a great part, and we are gratified by the fact that our commitment has been supported by almost universal approbation of our restraint, and by a correspondingly universal condemnation of the conduct of the Government of Iran, especially as reflected in the proceedings of the United Nations . . .

I should like to address myself to the . . . question put by the President of the Court . . . That is, "whether a State may have an inherent right in any extreme circumstances to override its obligations under the rules of diplomatic and consular law to respect the inviolability of diplomatic and consular personnel and premises, and if so, in what circumstances." As discussed . . . there have been suggestions that the general rule of inviolability is subject to a few extremely narrow exceptions. Arguably, the police agents of a State may apprehend a diplomatic agent who is actually in the act of committing a crime. Or briefly use force to restrain a diplomatic agent who is engaged, for example, in an actual assault upon another person. Even these limited exceptions, however, are controversial, particularly in regard to the inviolability of premises. In any event, we submit that by no stretch of the imagination can any of these possible exceptions have any application in the present case. The American embassy and its personnel were not seized to avert an imminent peril of the kind envisaged in these possible exceptions to the rule of inviolability. Instead, as indicated by the statements of the government of Iran, the apparent purpose of the seizure and of the prolonged detention of the hostages was and is to coerce the United States into complying with certain Iranian demands. Iran is under no obligation to maintain diplomatic relations with the United States or to permit the United States to maintain an embassy in Iran, or even to tolerate the presence in Iran of some officials whom Iran may consider objectionable. But having established diplomatic relations with the United States, Iran is obligated to respect the inviolability of the United States diplomatic mission and its personnel, an obligation which exists even in time of war . . .

Change for the worse

"In 1924," Mr. Owen told the court, "an Iranian mob attacked and killed one Major Robert Imbrie, an American vice-consul in Tehran, and the Persian government immediately recognized that by failing to protect Major Imbrie it had violated an international legal obligation which it owed to the United States. At that time the government acknowledged its responsibility, agreed to pay an indemnity to the major's widow, and initiated action to apprehend and punish the offenders. More than 50 years ago the government of Iran recognized its legal responsibilities, but it has refused to do so today." ☐

Against that background, I should like now to turn to the specific claims asserted here by the United States. As we see it, there are five broad categories of unlawful conduct from which those claims arise. They are, first, the seizure and continuing detention of the American hostages in Tehran. Second, the harsh treatment and other conditions associated with that detention. Third, the interrogation and threatened trial of the hostages. Fourth, the invasion and occupation of the United States diplomatic and consular premises in Tehran. And fifth, the failure of the Iranian government to bring the perpetrators of these crimes to justice.

In setting forth the United States claims as they arise from the seizure and continuing detention of the American diplomatic agents and staff in Tehran, we are relying upon what is probably the oldest and most fundamental rule of diplomatic law. As I indicated yesterday, it has been established, customary international law for centuries that every diplomatic agent enjoys diplomatic immunity and that under no circumstances may he be seized by the receiving State, either as a hostage or for any other purpose. The rule of personal

Presenting case for the United States is *Roberts B. Owen*, Department of State legal adviser, at microphone. On his right, also representing the United States, are, from right: *Stephen M. Schwebel*, deputy legal adviser; *Thomas J. Dunnigan*, charge d'affaires, Embassy The Hague; *David H. Small*, assistant legal adviser; *Ted L. Stein*, attorney-adviser; *Hugh V. Simon Jr.*, second secretary, Embassy The Hague. □

inviolability was followed even in early civilizations, simply because a diplomat cannot perform his functions without such a rule. Many authorities view the principal of inviolability as the core or central principle from which all diplomatic privileges and immunities have been derived. It is a rule which has found such universal acceptance that according to one leading authority . . . from the 16th century down to the present time no receiving State has authorized or condoned a breach of a diplomat's personal violability. This is not to say that there have not been instances when a diplomatic agent has been unlawfully detained. The point is that although there have been such instances, the practice has been for the receiving State to recognize the seizure as a violation of international law and to make amends in one way or another. For example, in 1917 the American minister to Guatemala was briefly detained by the Guatemalan police. In that case, however, the president of Guatemala immediately apologized and issued orders that the officers involved be punished. Similarly, in 1932 when the American minister in Ethiopia was attacked by police officers, the Ethiopian government brought about the prosecution of the officers and gave broad publicity to the resulting sentences.

I think it is truly safe to say that, with the possible exception of the present government of Iran, there is not a single government in the world which would dissent from the fundamental proposition that every diplomat is entitled to absolute personal immunity from attack or seizure, except in exceptional circumstances which are not relevant here . . .

At this point I would like to turn to a related, but somewhat different set of grievances stemming from the seizure of the hostages. It relates to the conditions under which these United States nationals have been held in captivity. It would be one thing if the Iranian government had placed these individuals under house arrest and allowed them to continue to live in relatively humane conditions. Such conduct would, of course, have constituted a serious and totally unacceptable violation of international law, but it would not have been nearly as egregious as the conduct which has occured in fact . . .

. . . **On 20 November 13 of the hostages** were released and those released hostages have provided the United States Government with detailed information as to the manner in which they were treated during the first two and one-half weeks of their captivity. Affidavits containing such information are available for the Court's *in camera* inspection, if they are desired. Although there appears to have been some variation as among the treatment of different hostages, it is fair to say that the conditions which existed during the first two and one-half weeks of incarceration were harsh. Without going into great detail I might simply give some examples of the kind of treatment meted out to these people in the early period of their confinement.

The female hostages were tied to straight chairs facing the wall and kept in that position for 16 hours a day. All windows were boarded up and inside electric lights kept burning 24 hours a day, thus inhibiting sleep.

Candlelight vigil opposite the Iranian embassy in Washington. Participants in the weekly event—every Sunday at sunset—had come from as far away as Springfield, Ore. President Carter ordered the embassy, on Massachusetts Avenue N.W., to cease functioning as of April 8. ***(Photo by Donna Gigliotti)*** □

The hostages were frequently blindfolded, the punishment for attempting to speak to another hostage or for disagreeing with one of the guards was to be blindfolded for many hours at a time. Hands were kept either bound or handcuffed at night, thus inhibiting sleep. Some hostages were required to sleep on the cold bare floor with their hands tied, without blankets or other amenities. In some cases changes of clothing were not permitted and a bath or shower was permitted only rarely. Several hostages were repeatedly threatened with guns and other weapons. On one occasion a student who was interrogating a woman hostage showed her his revolver to let her know that one of its several chambers was loaded and then proceeded to intimidate her by pointing the gun at her and repeatedly pulling the trigger. Happily, he stopped in time, but the experience must have been terrifying. The hostages have not been permitted to see newspapers or obtain news in any other fashion. We also know that on a number of occasions some of the hostages had been paraded blindfolded before hostile and chanting crowds. I submit that if one closes one's eyes and imagines the sort of terror that would necessarily be evoked by that treatment, one gets some inkling of what these people have been put through.

Despite repeated requests to allow contact between the hostages and their Government, all such contact has been absolutely prohibited. On a few isolated occasions an outside observer has been allowed to see some of the hostages, presumably because such visits have served the interests of their captors. But the Secretary-General of the United Nations was not allowed to see any of the hostages during his visit in late December and early January, and the UN commission was denied access to the hostages in the embassy despite the prior assurances of the Iranian government . . .

Instead of being left free to go about their diplomatic and consular duties, they have been confined like common criminals . . . I think it is striking, incidentally, that at the beginning of the Second World War, when the Axis and Allied powers went to war against one another, the practice of each government was to politely escort the diplomatic agents of the enemy out of the country or intern them in comfortable quarters pending exchange, whereas here the Iranian government, with which the United States is not at war, has subjected our people to harsh confinement.

Moreover, over and above the other severe aspects of this confinement, it is apparent that some or all of these individuals have been subjected to gruelling interrogation under conditions which by definition constitute coercion—as illustrated, for example, by the woman who was so alarmingly interrogated at the point of a loaded revolver.

Apparently, the Ayatollah Khomeini and his followers have been hoping to find evidence that some of these hostages are, to use their words, "spies," and have permitted coercive interrogation for that purpose . . . The ayatollah declared as follows: "What our nation has done is to arrest a bunch of spies who, according to the norms, should be investigated, tried and treated in accordance with our own laws."

As I indicated a moment ago, at various times during the last four and one-half months the Iranian government has attempted to justify its treatment of the American hostages by asserting that some of the hostages are spies who have violated the laws of Iran and who therefore may be treated as common criminals. Yesterday Judge Gros posed three questions about such allegations, and perhaps this is an appropriate point for me to provide the answers.

First, in Judge Gros's question 1(B) he asked whether, in any diplomatic exchanges prior to 4 November 1979, the government of Iran voiced criticisms to the effect that the United States diplomatic and consular personnel in Iran had engaged in espionage or other unlawful actions against the Government of Iran. The answer is that on several occasions during that period representatives of the Iranian government suggested to American officials in very general terms that the United States was somehow engaged in some sort of conspiracies

UN secretary general *Kurt Waldheim*, third from left, meets with *President Carter* to discuss situation in Iran. Others, from left: an aide to Mr. Waldheim, Ambassador *Donald F. McHenry*, *Secretary Vance* and national security adviser *Zbigniew Brzezinski*. (*White House photo*) □

or subversive actions against the new Iranian government, but on each of those occasions the American representatives unequivocally denied the charges and asked the government of Iran to produce any evidence that it might have to support its allegations. At no time did any Iranian official respond to these requests by presenting any evidence or other material bearing on any alleged conspiracy or acts of subversion attributable to the United States. Moreover, I should emphasize that none of the generalized suggestions made by the Iranian officials related to any of the diplomatic or consular staff in Iran. At no time during the period involved did the Iranian government raise any question about the propriety of any activities of the American embassy in Tehran. In response to Judge Gros's question whether the Iranian authorities ever indicated an intention to declare any member of the United States diplomatic or consular staff *persona non grata* or "unacceptable," the answer is that they did not.

Next, in his question No. 2, Judge Gros has referred to the repeated suggestion, as advanced by the Ayatollah Khomeini and others, that the American embassy in Tehran was not really a proper diplomatic mission, but instead a "den of espionage." The response of the United States is that the charge is untrue; the United States embassy in Tehran was a normal diplomatic mission operating as such missions normally do.

In response to Judge Gros' further question whether the United States was involved in sabotage operations in Kurdistan or Khuzestan, or had plans of intervention in Iran, the answer is no.

Apart from the answers which I have just given, I should also make clear that for at least two reasons, the Iranian allegations of spying which have been advanced in an effort to justify the seizure of the embassy, cannot properly enter into this Court's decision-making process in any way at all. In the first place, those Iranians most closely associated with the spy charges apparently do not appreciate the fact that the collection and transmission of information about the host country is one of the most fundamental functions that diplomatic agents are expected to perform. I have no doubt that when the United States embassy was operating in Tehran there was a flow of information about Iran from that embassy to the State Department in Washington and that there is today a flow of information about the United States from the Iranian embassy in Washington to the Iranian foreign ministry in Tehran. Such activity obviously is normal and proper as confirmed by the fact that Article 3 of the Vienna Convention on Diplomatic Relations explicitly lists such activities as a normal part of diplomatic agents' functions. Second, and perhaps more importantly, even if there had been some so-called spying on the part of one or more of the hostages, proof to that effect would nevertheless be absoluately irrelevant to the present proceedings. Long-established principles of international law and long-established State practice make clear that if a diplomatic or consular agent engages in espionage or other unlawful conduct directed against the receiving State, that does not give the receiving State the right to arrest him or interrogate him or subject him to any other aspect of the criminal prosecution process. Under Article 31 of the diplomatic convention it is clear that every such agent enjoys complete immunity from the criminal jurisdiction of the receiving State, no matter how displeased that State may be with particular conduct. This is not to say, of course, that the receiving State is without a remedy. Obviously, it has the right at any time and for any reason to declare a diplomatic agent *persona non grata* and thus, in effect, bring about his expulsion from the country . . .

Mr. President, before I leave the subject of the treatment of the hostages I should mention one additional problem which, though it has not actually come into existence as yet, constitutes a potential threat in the future. As the Court will recall from our earlier oral presentation and our memorial, over the past four and one-half months, various different figures on the Iranian political scene have advanced the notion that at some point in the future some or all of the American hostages would be put on trial in the criminal courts of Iran. These suggestions have been advanced by Foreign Minister Gotbzadeh, by the students and, indeed, by the Ayatollah Khomeini himself.

Moreover, different types of penalties have been threatened as appropriate sentences following such criminal trials. One Iranian magistrate, as indicated on page 107 of our memorial, has suggested that the hostages should be remitted into slavery, but the more frequent suggestion has been that once the hostages have been tried and convicted, they should be brought before a firing squad, as indicated for example, at page 101 of our memorial. Although it is difficult to tell how seriously these suggestions have been advanced, they take on an ominous significance when it is recalled that in recent months over 600 Iranian nationals have been tried in peremptory fashion before revolutionary courts and then put to death.

Needless to say, any kind of criminal prosecution of any of these hostages would constitute fresh violations of the express prohibition set forth in Article 31 of the Vienna Convention on Diplomatic Relations. I will not labour the point at this time, however, because although threats of criminal prosecution were heard with great frequency at an earlier stage of the crisis, there have been relatively fewer such suggestions since early December, perhaps because on 15 December this Court expressly called upon the government of Iran to provide to all American diplomatic and consular agents immunity from criminal prosecution. Nevertheless, the supplementary documents which we have been submitting to the Court demonstrate that occasional threats of criminal trials are still being made . . .

Mr. President . . . at this point I would like to turn to a different subject, namely the legal violations affecting the physical properties of the United States in Tehran. By physical properties I refer both to the real estate—the embassy in Tehran and the consulates in Tabriz and Shiraz—and also to another important category of property, namely the files, records and equipment located within these buildings. All of these properties, of course, were seized in the early days of November 1979.

As to the seizure of these properties I will not dwell on the facts. The Court will recall that on 4 November the students assaulted the compound, cut chains, removed window bars, attempted to set fire to the chancery, burned through steel doors with torches and by these methods gained possession of all of the buildings in the compound—possession which was then confirmed by the presence of the Revolutionary Guards. Some hours after the seizure of the embassy, similar seizures were made of the United States consulates in Tabriz and Shiraz, again with the cooperation of the Revolutionary Guards. Obviously, the embassy compound remains in the control of the militant students, but the United States Government has no reliable information as to the current status of the two consular properties . . . Article 27 of the Vienna Convention on Consular Relations explicitly provides that . . . consular premises are to be protected even where consular relations have been severed or where a consular post has been closed . . .

. . . The militant students who have occupied the embassy premises . . . appear to have thoroughly ransacked all of the diplomatic and consular archives and documents upon which they could lay their hands. Indeed, there have been recent press reports to the effect that when the students discovered that some private documents had been shredded, that is torn up, in order to preserve their privacy, they painstakingly pieced the shreds together in order further to invade the privacy of the embassy records.

Moreover, the occupiers of the embassy have not refrained from using these private records in public from time to time; to use their own words, they have "exposed" groups of embassy documents, claiming that they prove this or that with respect to alleged American espionage, and I think it is remarkable how little sympathy these supposedly dramatic exposures have elicited in other countries of the world. The fact is, of course, that there is the universal recognition that it is totally illegitimate to seize the archives and documents of a diplomatic or consular mission . . .

It seems particularly shocking that these fundamental principles of diplomatic law should be tossed aside so casually, not only by the militant students, and not only by the Iranian government at large, but even by the Iranian foreign minister, the chief of the Iranian diplomatic service. In an interview, which is reprinted at page 110 of our memorial, the foreign minister proudly announced that the government had taken possession of the United States embassy's documents and plans to make such use of them as might be directed by the Ayatollah Khomeini . . .

If the Court please, in so far as the substantive claims of the United States are concerned, I want to make one more major final point. Judging by the outpouring of criticism that has rained down upon the government of Iran as a direct result of the course of conduct which commenced on 4 November, virtually every country in the world is saying to itself, "there but for the grace of God go I." Countries throughout the world recognize that if this can happen to American diplomats in Tehran, it can happen to other diplomats wherever any diplomatic mission is located.

It is quite obvious to the Court, I am sure, that one of the principal reasons for our bringing this case here and one of the principal reasons why our bringing of the case has received such wide acclaim, is the widely shared concern that a way must be found to deter similar seizures in the future . . .

In this respect it seems to us vitally important to look to the provisions of the New York Convention on the Prevention and Punishment of Crimes against Internationally Pro-

***P.J. Rusten*, postal employee at State, prepares NEWSLETTERS for mailing to the hostages in Tehran. Although the magazines are being sent to the hostages, there has been no word yet on whether they are being received. *(Photo by Catherine Elliott)* □**

tected Persons including Diplomatic Agents. That convention, to which both the United States and Iran are party, defines certain crimes which are plainly involved in this case, and it then tacitly recognizes that if such crimes are to be prevented in the future a strong element of deterrence is required. Not surprisingly, the element of deterrence contemplated by the convention is prosecution on the conventional theory that if an offender is forcefully prosecuted, similar offences are less likely to occur in the years ahead. Specifically, Article 7 of the convention explicitly provides that when a crime of this kind is committed within a specific State that State shall have a duty, if it does not extradite the offender, to submit his case "without exception whatsoever and without undue delay" to the appropriate prosecuting authorities for the purpose of prosecution.

On the facts before the Court in this case, therefore, the government of Iran has had a continuing duty ever since 4 November to submit to the appropriate prosecuting authority the case or cases against those who have been responsible for the commission of crimes against the United States embassy and its personnel in Tehran.

Mr. President, this is the appropriate point I think for me to respond to the third question which you addressed to me yesterday. Having in mind the evidence indicating the complicity of senior Iranian officials in the seizure of the embassy and the hostages, you have asked for our views as to the implications for the purposes of this case of our suggestion that there is a duty on the part of the Iranian authorities to set the prosecutorial machinery in motion. Our answer, Mr. President, is that Iran's obligation under international law to submit alleged offenders to its competent authorities for prosecution, if it does not extradite them, is in no way affected by the circumstances that some of the accomplices in the crimes may have been official personnel. Neither the New York convention nor customary international law recognizes any exception to the obligation for alleged offenders who occupy governmental office. States have, in practice, prosecuted governmental officials for acts that violated diplomatic immunity, as witness the Guatemalan and Ethiopian episodes which I mentioned earlier this morning.

The Court may be concerned that a declaration that Iran is required to submit alleged offenders to its competent authority for prosecution could not be effectively implemented where high governmental officers are implicated in the crimes, or where the government, as a matter of policy, has encouraged or acquiesced in the commission of the crimes. I submit, however, that political or practical difficulties in the implementation of the Court's judgment do not detract from the entitlement of the United States to such a judgment. Moreover, the Court should render an affirmative declaration as to the duty to submit for prosecution in order to provide the maximum deterrent against future crimes of this kind. It is important, we submit, that the Court declare to the world that the duty to prosecute and to submit for prosecution exists in such circumstances. Even if the government of Iran persists in its role as an outlaw the vast majority of States will obey the rules declared by this Court, and the probability of such obedience will be an important deterrent against future violations of the rules of diplomatic relations. It is for this reason that the United States is persisting in seeking a declaration that the Government of Iran has a duty to submit for prosecution those who have committed these offences . . .

This brings me to the conclusion of the argument with respect to the substantive claims which we are asserting in this case. As I have indicated, the case does not involve one, or two, or three isolated acts in violation of international law. On the contrary, commencing on 4 November, the government of Iran has brought about a steady stream of offensive actions which have been continuing minute by minute, and hour by hour, and day by day, for four and a half months. When one considers the entire breadth of the case, literally hundreds of different offences have been committed. But for present purposes, as I have said, it is useful to break these hundreds of different actions down into five major categories: the seizure and continuing detention of the hostages; the harsh and inhumane treatment imposed upon them; the totally unlawful interrogation to which they have been subjected; the seizure and continued holding of the diplomatic and consular facilities of the United States in Iran, including the ransacking and defilement of the archives and documents; and the failure on the part of the Government of Iran to prosecute those who have in fact been carrying out the Government's orders . . .

Judge Tarazi has asked whether responsible United States authorities were aware of the fact that granting of authorization to the former shah to visit the United States in order to obtain medical treatment for cancer, might possibly lead to the occupation of the embassy and the seizure of the hostages. The answer is that such officials were aware that the admission of the shah might result in some sort of violence against the embassy, and it was precisely for this reason that the United States requested assurances from the Iranian government that adequate protection for the embassy would be provided following the arrival of the shah in the United States. As I have just indicated, clear and firm assurances were provided on three occasions during the last days of October, and on 1 November, at which point the shah had been in the United States for more than a week, the government of Iran honoured its assurances in full. The breach of those assurances occurred three days later, giving rise to the tragedy with which we are concerned in this case.

Finally, Mr. President, I should like to turn to the question of the relief which we seek in the Court's final judgment. In such a judgment we are seeking three quite separate types of relief. To oversimplify, we seek first declarations to the effect that various actions attributable to the government of Iran have violated various legal principles, embodied not only in customary international law, but in the four specific treaties on which we rely. Secondly, we seek a judgment that in order to bring the foregoing violations to an end the government of Iran shall take certain specific corrective steps. And third, since grave injury has been done both to the United States and to its nationals in Tehran, we seek a decision by the Court that the United States and its affected nationals are entitled to recover financial reparations in an amount which cannot yet be determined, but which can and should be determined in a subsequent proceeding to be conducted when Iran's unlawful conduct has been terminated . . . ☐

House panel hears about new post security measures

This statement by Under Secretary Ben H. Read was made on February 28 to the International Operations Subcommittee of the House Committee on Foreign Affairs:

Mr. Chairman, I appreciate your subcommittee calling hearings on this important subject and I would like to make a brief opening statement. The year 1979 introduced new security concerns for diplomatic and consular personnel assigned overseas. The events in Tehran, Islamabad, Tripoli and San Salvador demonstrated the vulnerability of our posts to mob violence. Although attacks on our posts abroad are not an entirely new phenomenon, the takeover of the U.S. embassy in Tehran on February 14, 1979, and again on November 4, 1979, as well as the total destruction of our embassy in Islamabad on November 22 and the sacking of our embassy in Tripoli on December 2, 1979, were events almost without precedent.

As a result we have reviewed our overseas security programs to determine what additional measures should be taken to improve the protection of our personnel, property and national security information. The review has highlighted the need for protection against a new threat not envisaged by the anti-terrorism program which Congress has funded since the mid-1970s. That program was directed at the threat of individual or small groups of terrorists. The violence we have experienced recently has been new—that of organized mobs, allowed to wreak their havoc without a prompt, adequate response by the host government.

To cope with this new brand of "terrorism," it is essential to expand and accelerate certain ongoing projects and to initiate new ones. The programs identified in our presentation are designed to improve the chances of surviving hostile actions and destroying classified material. To upgrade the protection and safety of our personnel and property, the initiatives planned would:

—**Revise or build** communications vault areas or alternate locations as mission safehavens in time of attack with appropriate escape features.

—Expand the public access controls program.

—Reinforce perimeter barriers.

—Employ a variety of nonlethal activated access denial systems.

—Significantly increase the life-support capabilities of our embassies.

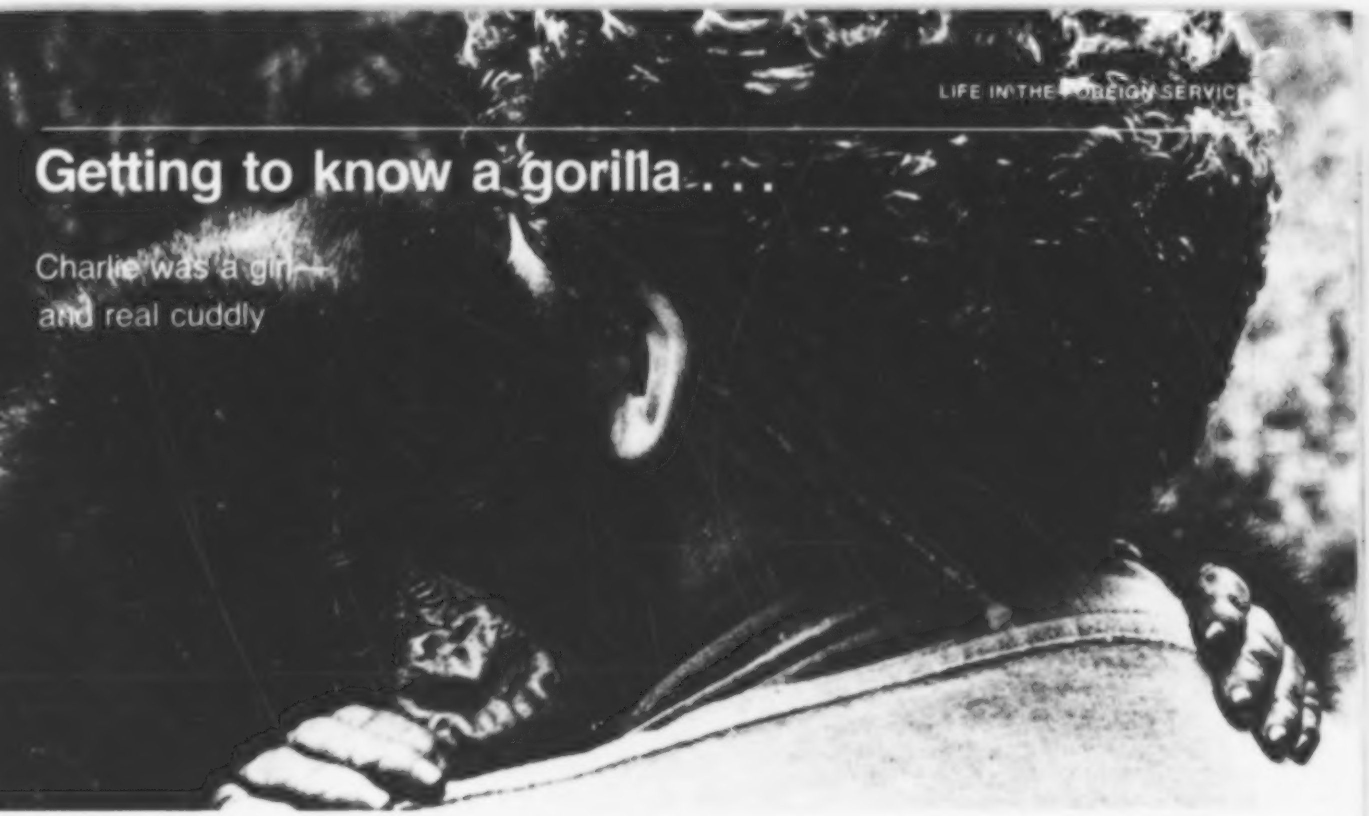
—Increase our inventory of protective equipment.

—Augment our radio and telephone programs.

The other major problem encountered by our diplomatic installations in time of crisis has been the protection of national security information. To destroy all sensitive materials and papers in a brief time under harrowing circumstances is almost impossible if present filing and data handling procedures continue. We therefore recommend a new approach—the installation of centralized electronic storage systems overseas to replace decentralized paper files. These systems would minimize the amount of classified hard-copy information filed at posts and allow for quick destruction during crises. Additionally, such systems would permit the rapid reconstruction of the post's files after the danger has passed.

Our plans also call for the purchase of additional document destruction equipment for use at a greater number of locations within an embassy to speed the destruction of documents.

The Congress, and your committee, have always been supportive of our security and communications programs in the past. We hope that your support will continue in funding these necessary projects after you receive a comprehensive explanation of the programs. ■



Getting to know a gorilla . . .

Charlie was a girl— and real cuddly

BY JUDITH A. CHIDESTER

The author is a communications programs officer at this African post.

KIGALI, Rwanda—When I joined the Foreign Service 20 years ago, I hoped, as most people do, for an interesting, adventurous life. I haven't been disappointed. I saw part of the filming of "Lawrence of Arabia." I visited such remote and interesting sites as the ruins at Petra, in southwest Jordan. I toured the river temples in Thailand, and the Amazon River and Iguasu Falls in Brazil. I survived the first embassy bombing in Vietnam. But recently I had an experience that overshadows all the others—I was a babysitter for a gorilla.

The three-year-old ape—a girl gorilla named Charlie—belongs to Dian Fossey, a primatologist, who maintains a study camp on a volcanic mountain about a three-hour drive from the embassy. Ms. Fossey had to come to this capital city on business, and she asked Rick Kramer, our administrative officer, if someone could come to the mountain to take care of Charlie. Happily, Mr. Kramer thought of me, and off I went.

After a rough trip over bumpy, mucky roads, the driver let me off at the bottom of Mount Visoke, at 8,000 feet. Ms. Fossey's porters were waiting. They loaded my cooler of food and my suitcase on their heads, and we began a two-hour climb up the mountain to the site, at 10,000 feet. About half-way up, one of the porters led me to where I could see the main study group of adult gorillas, on the hillside above us. I could easily distinguish the Silverback, or dominant male, as the apes foraged for food. We then proceeded to Ms. Fossey's cabin, where I would stay. This was where I met my young charge. Charlie was about three feet tall and weighed 28–30 lbs. Ms. Fossey was still there and, before her departure, she gave me instructions on how to handle Charlie. She departed the next morning, leaving me and Peter Veit, a student, in camp with her African staff. Mr. Veit's duties took him out of camp daily from about 8:30 a.m. until 4 p.m.

Meanwhile, I attempted to play mother to the little gorilla. Charlie was extremely affectionate and dependent, with no tendency at all to stray from my side. One of Ms. Fossey's employees gathered food for Charlie several times a day. She ate it readily, but seemed to relish even more what she found herself on our little jaunts.

After each little trek of approximately 45 minutes came a nap period. Charlie would curl up around me, and usually sitting or lying on my lap, facing me, with her arms around me or with her hands clasped under her head in a very human-like position. Needless to say, diapers weren't part of the deal—so I found that putting a waterproof poncho over my lap when holding her made the rest of my day more comfortable. But this didn't please Charlie very much. Body contact seemed very important to her, and she devised various methods to try to push the poncho off my lap or to get me to move it.

Charlie's rest periods were about the only times that I could relax and read. At other times, Charlie would knock the book out of my hand, and, often, try to eat it. After the naps, she was full of vim and vigor and wanted to explore and feed again. She was receiving medication for a diarrhea problem three times a day, and Vitamin C once a day. Luckily, she liked both medicines, and looked forward to them and the treat of berries that followed.

Each day as darkness fell, one of the employees brought in moss for the bottom of Charlie's sleeping nest—a sort of cage on the wall, about six feet from the floor. After he spread the moss, he brought in stalks of a tree-like plant which I broke and laid in the nest in true gorilla fashion, as Ms. Fossey had shown me. She was trying to hold Charlie to the same feeding and sleeping habits and conditions as she would have had in the wild, and was hoping to re-introduce Charlie, eventually, to one of the groups of gorillas that live on the mountain.

After the nest was ready, I would put a small plastic container, holding some cookies and fruit, inside. This practice began as an incentive for Charlie to enter the nest. Later, she counted on it, and would climb up from time to time to see if it was there yet.

I found that, if we took several fairly long walks a day, Charlie's eyelids would droop like a little child's by about 6:45 p.m., and that all she would want to do was cuddle. At these indications, I would give her the last dose of medicine and urge her into bed. She would go willingly, and I would sit with her for 15 or 20 minutes while she munched her treats and settled herself in for the night. After this, her food provider would sit with her until she dozed off.

***Ms. Chidester* and *Charlie*, who has just awakened from a nap.** □

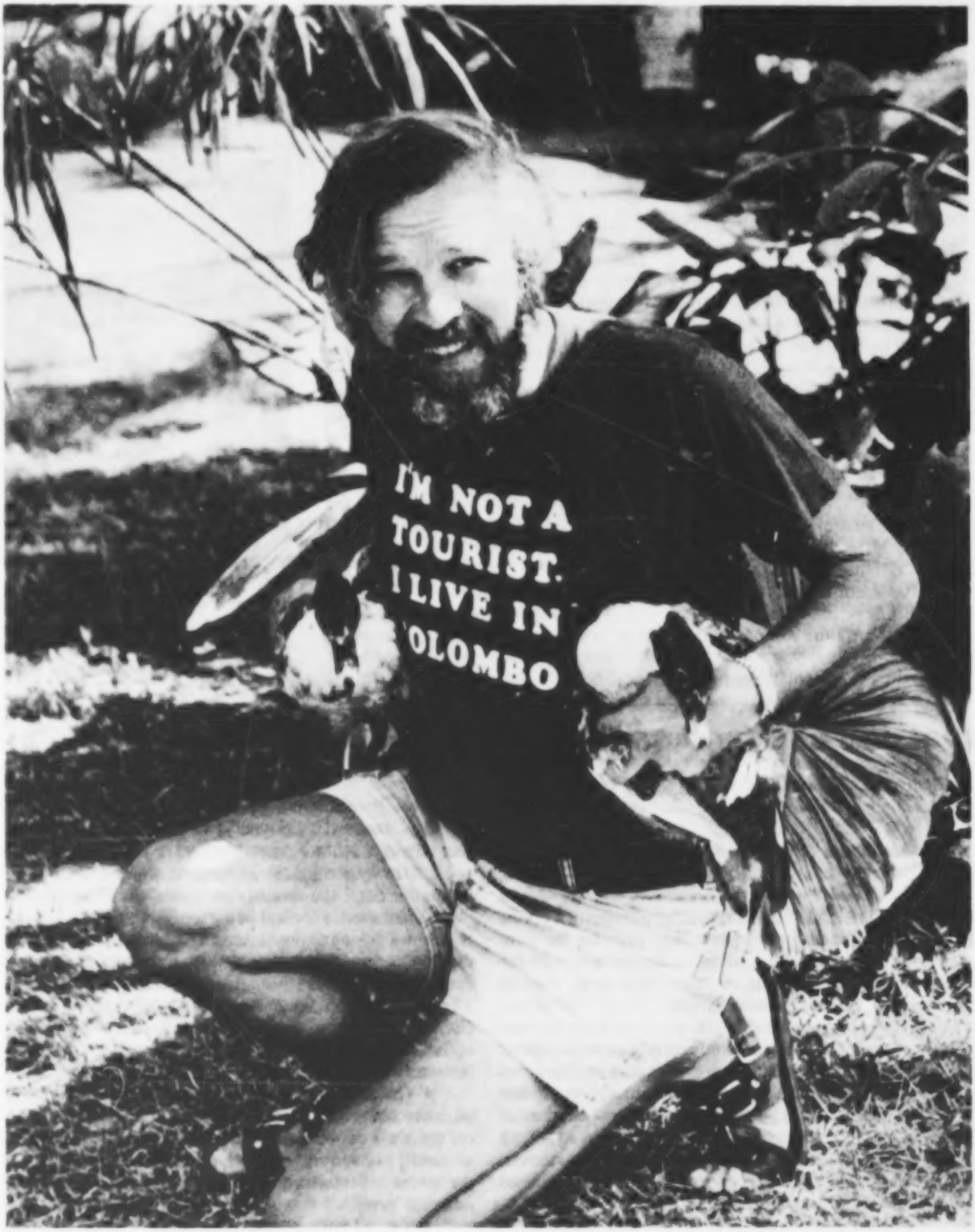
During my stay I learned a new skill—belch vocalizing. Belch vocalizations (a sort of "MMM-MOAMMM" sound) are made by gorillas when they're content, especially while enjoying something they're eating. There is also the "pig grunt" (yes, that's what it sounds like) that indicates displeasure. Reinforcing Charlie's use of these sounds, and joining her in making them, are extremely important, as she will need them when she re-enters the world of the wild and encounters others of her own kind.

In the evenings, Mr. Veit usually joined me for a simple meal and some human conversation by the fire. When he would return to his own cabin to prepare his daily notes, I was more than ready to crawl into my own heavily-covered bed and snuggle up to a hot water bottle, usually by 9 p.m.

These six days with Charlie were among the most memorable in my life. A young gorilla is an extremely intelligent animal, and its day-by-day reactions to discoveries are interesting to watch. As an example, after a hailstorm one day, Charlie scooped up a handful of hailstones, wondering whether they were a new treat. The quizzical look on her wrinkled young face was priceless; it was one of the many things I'd have enjoyed sharing with others.

On my third night at camp, Elizabeth Escher, a Swiss friend, came up to lend a hand and to take pictures. The accompanying photographs are hers.

I can't imagine Foreign Service life ever becoming boring. □



COLOMBO, Sri Lanka—*Gene Wojciechowski*, economic/commercial officer, goes nowhere in his garden without his geese, who protect him from snakes. The geese have been trying to find a three-foot-long viper that had invaded the Wojciechowski homestead. "Geese are also excellent watchdogs," Mr. Wojciechowski says. ■

NEWS HIGHLIGHTS

New Foreign Service Act is shaping up for floor action

With action continuing at the committee level on Capitol Hill, the administration's proposed new Foreign Service Act was being amended late last month and readied for consideration by the full House of Representatives. Final floor action was not expected until the latter part of April, at the earliest. So far, major provisions of the bill remain largely intact, but there have been a number of additions. Some of them are:

—Inclusion of the Foreign Agricultural Service and the Foreign Commercial Service in the Foreign Service system.

—In language stronger than in the original bill, a section stating that positions as chief of mission should normally be accorded to career members of the Service, though circumstances will from time to time warrant appointment of others.

—Statutory establishment of a new single pay schedule for the Foreign Service, based on Option I (the high option) of the Hay Study.

—A requirement that race, ethnicity, or religion shall not be the exclusive basis for assignment of a member of the service to a particular post or geographic area.

—A provision raising the mandatory retirement age from 60 to 65. (This was added to the bill in the Committee on Foreign Affairs, despite a strong plea by the administration that the age-60 limit be retained.)

—Authority to pay relocation allowances to Foreign Service employees on domestic transfers; to grant an additional rest-and-recreation trip in extraordinary circumstances; to authorize travel for a child when a parent is medically evacuated and the child is unable to remain at post alone; to pay salary three months in advance when an employee is assigned to a post abroad.

—A requirement that all selection boards contain public members, and that a substantial proportion of each board's membership be women and minorities.

—An amendment on automatic sharing of retirement annuities and

HOSTAGE—U.S. Ambassador *Diego C. Asencio* was still being held by terrorists in Bogota, Colombia, with several of his colleagues from other countries, as the NEWSLETTER went to press. □

What you can (and can't) do in an election year

Belonging to a political party is fine, but . . .

BY GENE MALMBORG

Mr. Malmborg is an attorney in the Legal Adviser's Office at State.

AS A FEDERAL EMPLOYEE, particularly one stationed abroad for the first time, you may be wondering what you can do, or not do, in connection with the primary elections now going on, and the general election in November.

Mr. Malmborg

Well, first of all, you can vote—but only if you act promptly. The Bureau of Consular Affairs has sent to posts the "Voting Assistance Guide—1980." A general airgram of guidance also has been sent, A-3732 of December 13, 1979. In addition, guidance on primaries in individual states has been, and continues to be, sent to the field. For people in Washington, the Foreign Service Lounge has copies of the voting guide, and personnel there can answer questions for you. Abroad, the consulate or consular section has this information.

The first step for you is to get, fill out and send in the "Post Card Registration and Absentee Ballot Request." If your state of residence requires that it be filled out under oath, the consul can administer the oath.

What about political activities other than voting? The Hatch Act and its implementing regulations are still on the books, so there are some things federal employees cannot do. But there are also a lot of things you *can* do. The Office of Personnel Management (successor to the Civil Service Commission) is in the process of issuing an updated pamphlet on the Hatch Act. Until this is done, here are some "do's" and "don'ts" to keep in mind:

- The law does *not* prohibit an employee from expressing his or her personal opinion, publicly or privately, on political subjects or candidates. What *is* prohibited, generally, is activity that prominently identifies you with the success or failure of a partisan group, candidate or political party.
- You had better not threaten to deny promotions to any one who doesn't vote for certain candidates; require anyone to contribute a percentage of his or her pay to a political fund ("2% Club"); influence your employees to buy tickets to political fundraising dinners and similar

survivor benefits with qualifying divorced spouses, subject to a court appeal to change the formula.

—Provision for payment of representation allowances of family members when authorized.

—Authority to provide one round trip per year for children of divorced members of the Service, to permit them to visit the parent with whom they do not normally reside.

—Modification of the period of exemption from selection-out for relative performance, for those not now subject to it, from five years as currently written, to 10 years, or until eligible for an immediate annuity, whichever is the shorter period.

—Provision for payment of family travel expenses while a member is on temporary duty, whether or not the member is en route from one assignment to another.

—Provision of the possibility of paying post differential of up to 40 percent of base pay, through an additional differential of up to 15 percent at posts determined to have especially adverse conditions and for which an additional assignment incentive is found necessary. The additional sum would be payable in one or several lump sum payments.

—Authority to grant a special danger pay allowance of up to 25 percent of base pay in locations where civil insurrection, civil war, terrorism or wartime conditions threaten physical harm or imminent danger to the health or well-being of employees. □

Imirie pleads guilty

Scott F. Imirie Jr., recently retired chief of the Department's General Services Division, pleaded guilty to charges of conspiring to defraud the U.S. Government by accepting gratuities on contracts. In addition to a $2,500 fine and 200 hours of community service, he was given a three-year sentence, with all but three months suspended. □

Justice gets claims unit

President Carter has signed legislation transferring the Foreign Claims Settlement Commission to the Department of Justice (Public Law 96-209). □

5 scholar-analyst research teams proposed for State

The Bureau of Intelligence and Research is planning to set up five analytical teams, each centered on a tandem arrangement between a country analyst in one of the bureau's regional offices and a scholar expert on that country. Members of each team would include program officers of the bureau's Office of Long-Range Assessments and Research (known until recently as the Office of External Research), which would manage the program. Bureau functional analysts would also be on the teams.

The project is included in the administration's budget request for the fiscal year starting next October 1. The scholars selected would be cleared for access to documents through "Secret." The teams would

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events; or engage in any other such activities.

- It's O.K. to be a member of a political party, organization, or club. But you may not *hold office* in the party, organization, or club, or be a member of any of its committees. You *may* attend meetings open to the general membership, and vote on candidates and issues. But you may *not* take an active part in the management of the club, organization or party.
- You may attend a political convention as a spectator. However, you are not allowed to take part in the *deliberations* or *proceedings* of the convention or any of its committees. You may *not* be a candidate for, or serve as, a delegate, alternate or proxy at such a convention.
- Volunteer work for a partisan candidate, campaign committee, political party, or nominating convention of a political party, is *prohibited*. This is so whether the work involves contact with the public or not.
- You may *not* be a candidate in a partisan election for any public office. You may not *campaign* for a candidate in a partisan election by making speeches, writing on behalf of the candidate, or soliciting voters to support or oppose a candidate. You may *attend* a political meeting or rally which is open to the general membership of an organization or the public, including committee meetings of political organizations; however, you may *not* serve on a committee that organizes or directs activities at a partisan campaign meeting or rally. You *may* sign nominating petitions for candidates in a partisan election, but you may *not* originate or circulate such petitions.
- You *may* make a financial contribution to a political party or organization. But you may *not* solicit or collect political contributions.

As to this last item, a 1980 amendment to the Federal Campaign Act has put into doubt just what contributions by federal employees are permissible under the criminal code. The amendments says: "It shall be unlawful for . . . an officer or employee of the United States or any department or agency thereof; or . . . a person receiving any salary or compensation for services from money derived from the Treasury of the United States to knowingly solicit, any political campaign contribution, or to make any contribution . . . if the person receiving it is the employer or employing authority of the person making the contribution." A clarifying amendment has been introduced, but so far no formal guidance or interpretation has been issued by the Department of Justice.

If you have any questions about these activities, pass them to the Legal Adviser's Office at State; we'll try to get the answers for you. For example, if you think you're exempt from the Hatch Act, ask first. Even if you are, agency policy may restrict your political activities. □

remain together for three years, with the scholars contributing a diminishing level of effort each year.

Each team would design country trend studies, prepared by the scholar with the assistance of team members. The completed studies would become basic reference works for bureau analysts as they chart and project future developments, and interpret for the Department's policy-makers the changing domestic scene and foreign involvements of the country in question. As in all the bureau's external research projects, officers from Department policy units would be brought into contact with the research teams, to review their work plans and comment on their progress and findings.

The bureau developed the analyst-scholar team concept in response to an announcement by Admiral Stansfield Turner, director of central intelligence, that he was prepared to include in the intelligence community budget funds for innovative ways to enhance the production of analytical work. He informed the bureau that $203,000 would be in the budget for its program. The budget request is awaiting action in Congress. The program would be supervised by the bureau's deputy assistant secretary for assessments and research. ☐

Speakers at Secretary's Open Forum are listed

Mordechai Abir of Hebrew University will speak at the Secretary's Open Forum, April 16, on Soviet intentions in the Persian Gulf. Other scheduled speakers are Richard Allen, senior foreign policy adviser to Ronald Reagan, April 18; William Crawford, former ambassador to Yemen who will discuss the Islamic resurgence, April 23; Richard Rohn, senior economist for the U.S. Chamber of Commerce, April 30; Harris Jordan, from the office of Congressman Philip Crane, May 7; and Walid Khalidi of Harvard University, who will discuss Arab-Israeli problems, May 14.

Speakers in the past few weeks included David Apter, on the legitimization of violence, March 19; Lorand Szalay, Iranian and American cultural perceptions, March 26; William McLinn, who addressed questions of war and peace, impersonating Mark Twain, April 2; Forest Frank, staff aide to Congressman John Anderson, April 4; and Dana Reynolds, on cooperation among American and foreign students, April 9. ☐

***Mr. Habib* with special assistant *Mary Virginia Kennedy*, left, and *Lorice M. Bider*, personal assistant and secretary, at his retirement ceremony in the Thomas Jefferson Room.** ☐

Habib retires; now he also has Carr award

Ambassador Philip C. Habib has retired after 31 years in the Foreign Service. The veteran diplomat has been under secretary for political affairs, resigning that post when he suffered a cardiac arrest in December 1977. After a year as diplomat-in-residence at Stanford, he returned to Washington and was named senior adviser to Secretary Vance last July. At the same time, he was chairman of the Committee to Review Recruitment and Examination for the Foreign Service.

At a retirement ceremony in the Thomas Jefferson Room on February 29, Mr. Vance presented him the Wilbur J. Carr Award, noting that it was "the only one of the Department's highest awards that he has not already won." Mr. Habib also received letters from President Carter and former Secretary Kissinger, and a certificate of appreciation from the American Foreign Service Association. Scores of friends and colleagues —active and retired—attended.

Joining the Service in 1949, Mr. Habib served as minister to Saigon, 1965–67; senior adviser and deputy chief of the U.S. delegation to the Paris peace talks on Viet-Nam; ambassador to Korea, 1971–74; and deputy assistant secretary and, later, assistant secretary for East Asian and Pacific affairs, 1975–76. He has won the Rockefeller Public Service Award, the National Civil Service League's Career Service Award, and State's Distinguished Honor Award. ■

Our Very Own Chronicle

Fifteen years ago, in April, the NEWSLETTER reported that:

In Saigon, a bomb exploded in the chancery of the U.S. embassy, killing two American employees and three Foreign Service nationals. The Americans were Barbara A. Robbins, embassy secretary, and Manolto W. Castillo, Navy petty officer. Forty-nine other Americans were injured . . . . . "Foreign Service employee expenditures on housing went up 4.4% and now average $2310. This is a rise of 15% in the past five years." . . . . . Consul Theodore J.C. Heavner was commended for his actions in Medan, Indonesia, where a mob invaded the U.S. consulate and pulled down the American flag. He called the authorities, induced them to evict the mob from the premises and personally raised Old Glory again. ☐

Boy! Do we have sisters!

IF VOTES counted at State, the Department would be controlled by the Callahan sisters, the Battle sisters and the Dollins sisters—who together, if they wanted to show some grass-roots political muscle, could constitute a "Sisters' Caucus," fielding a bloc of nine votes.

So far as anyone knows, however, these young women are not yet calling all the shots in the Department. They are tending to their duties as secretaries (one is a program assistant). Whether they have established any record for number-of-relatives-in-a-cluster working together at State is not immediately apparent.

The place where the three groups of sisters converge is at the Bureau of Economic and Business Affairs, in the Office of International Resources and Food Policy. Carolyn Callahan, Kathleen Dollins and Mary Lou Lark (nee Battle) work there. "We've become good friends," one of them said. "We got to talking one day and, when we learned from each other that each one of us has two sisters who also work in the Department, we thought the NEWSLETTER might be interested." (Editor's note: You better believe we're interested!)

Miss Callahan's sisters are June Callahan, program assistant at the Foreign Service Institute, and May Lamar, of the Bureau of Oceans, International Environmental and Scientific Affairs, Office of Advanced Technology. The Callahans are from Patton, a town in western Pennsylvania, near Altoona.

Mrs. Lark's sisters are Harrietta Hughes, of the Foreign Operations Division in the Office of Security, and Christine Murray, of the Office of Public Programs, Bureau of Public Affairs. The Battles are a Washington family. Mrs. Hughes' husband, Charles Hughes Jr., is a budget officer in the Bureau of Administration.

The Dollins women are also from a Washington family. Of Kathleen Dollins' two sisters who work at State, one, Victoria Dollins, also works in the Bureau of Economic and Business Affairs—in the Office of International Communications Policy.

Numquam erit alienis gravis, qui suis se concinnat levem.

—SANFORD WATZMAN ■

SISTERS, SISTERS, SISTERS—Front row, from left: ***Mary Lamar, Carolyn Callahan, June Callahan, Harrietta Hughes, Mary Lou Lark.*** **Top row, from left:** ***Kathleen Dollins, Victoria Dollins, Christine Murray. (Photo by David M. Humphrey, Visual Services)*** ☐

APPOINTMENTS

Hispanic leader named ambassador to Mexico

President Carter has nominated Julian Nava, a California educator and author, as the new U.S. ambassador to Mexico. He would succeed Patrick J. Lucey, who has resigned.

Mr. Nava

Mr. Nava was a teacher at the U.S. Cultural Center in Caracas, 1953–54, and then became a teacher at the University of Puerto Rico. He later was a professor of history at California State University, at Northridge, from 1957 to 1979. He also taught at Universidad de Valladolid, Spain, 1962–63, and Centro de Estudio Universitarios Columbo-Americano, Bogota, 1964–65. He was elected to the Los Angeles Board of Education in 1967, serving until 1979, when he retired. Earlier this year he was appointed special assistant to the president of California State.

Mr. Nava has been active in educational, civic and Hispanic affairs. He has served as president of the Pacific Coast Council on Latin American Studies, 1965–66, and chairman of McGraw-Hill National Broadcasting Advisory Council for Public Service Programs. He is on the board of Plaza de la Raza and the Hispanic Urban Center, and on the advisory committees of the Mexican American Legal Defense and Education Fund and Bilingual Children's Television. He was the founding chairman of the Committee to Preserve the History of Los Angeles, in the mayor's office, and a member of the governing board, Inter-American Institute, California State Colleges.

The ambassador-designate is the author of many books and articles on the history of Mexican-Americans. Born in Los Angeles on June 19, 1927, he received an associate-in-arts from East Los Angeles Junior College in 1949, a bachelor's from Pomona in 1951, and a master's and a doctorate from Harvard in 1955. He served in the naval air force, 1945–46. He is married to the former Patricia Lucas; they have a son and two daughters. □

Goodby gets nod as envoy to Finland

James Eugene Goodby, a deputy assistant secretary for European affairs since 1977, is slated to be the new U.S. ambassador to Finland, the White House has announced. He would succeed Rozanne L. Ridgway, who has become the counselor of the Department.

Mr. Goodby

Mr. Goodby was a foreign affairs specialist with the Atomic Energy Commission, 1954–59, and then served in the office of the Secretary's special assistant for atomic energy, 1960–61. From 1961 to 1963 he was on detail to the Arms Control and Disarmament Agency, where he was officer in charge of nuclear test ban negotiations. After an assignment as a member of State's Policy Planning Council, 1963–67, he became political officer at the U.S. mission to the European Communities, in Brussels. He later was officer in charge of defense policy affairs in the Department's Office of NATO Affairs, 1969–71; counselor for political affairs at the U.S. mission to NATO, in Brussels, 1971–74; and deputy director of the Bureau of Politico-Military Affairs, 1974–77. He then was assigned to the European bureau.

Born in Providence, R.I., on December 20, 1929, Mr. Goodby received a bachelor's from Harvard in 1951. He also attended the Rackham School of Graduate Studies at the University of Michigan, 1951–52, and Harvard Graduate School of Arts and Sciences, 1953–54. He served as a second lieutenant in the Air Force, 1952–53.

He has won the Department's Superior Honor Award. He is a member of the Council on Foreign Relations. He is married to the former Priscilla Staples; they have a son and a daughter. □

Woman scholar slated to be envoy at UN

Joan Edelman Spero, assistant professor of political science at Columbia University since 1973, is slated to be the new U.S. representative to the UN Economic and Social Council, the White House has announced. Mrs. Spero, who would have the rank of ambassador, would succeed Melissa F. Wells.

Mrs. Spero held the Ira D. Wallach chair of world order studies at the university, 1977–78. She has received several scholastic awards, including Woodrow Wilson fellowships in 1966–67 and 1970–71; the Council on Foreign Relations international affairs fellowship, 1976–77; and the University Consortium for World Order Studies fellowship, also in 1976–77. She is the author of "The Politics of International Economic Relations," "The Franklin National Bank: Challenge for the International Banking System," and many articles.

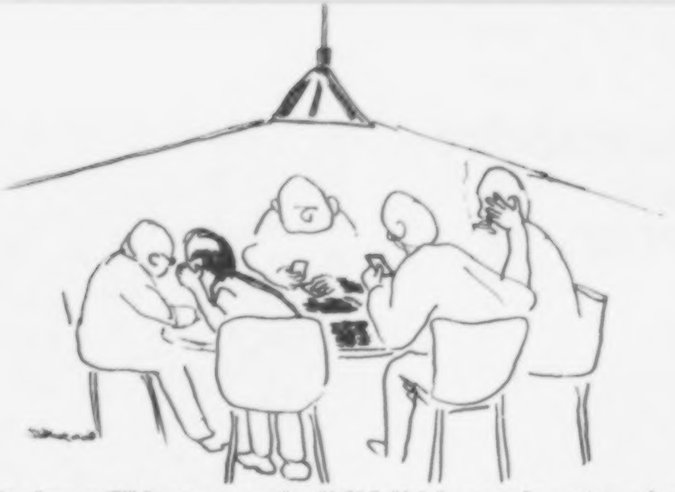
The ambassador-designate has

Staff changes in the Department

Andrew L. Steigman, former ambassador to the Gabonese Republic and to the Democratic Republic of Sao Tome and Principe, has been designated director of the Office of Foreign Service Career Development and Assignments, Bureau of Personnel . . . **Raymond C. Ewing** is the new deputy assistant secretary in the Bureau of European Affairs. He has primary responsibility for matters dealing with central and southern Europe . . . **John Kimball** is the new director of the Office of International Conferences, Bureau of International Organization Affairs . . . **Pamela Stratton** has been named the new director of the latter bureau's Office of Administrative Service. □

served on the board of editors of International Organization, the journal of the International Studies Association; on the editorial advisory board, Foreign Policy Association; and the publications committee, Columbia University Press. She was a term member, Council on Foreign Relations, 1974–79. She is a member of the American Council on Germany.

Born in Davenport, Io., on October 2, 1944, Mrs. Spero received a bachelor's in 1966 from the University of Wisconsin, where she was a Phi Beta Kappa student. She also received a master's in 1968, and a doctorate in 1973—both from Columbia. She is married to C. Michael Spero. They have two sons. □



"When he says 'I'll bump ya a couple, chief,' I think he means he wants to raise the bet two chips, Mr. Ambassador." □

E. Heginbotham heads Commercial Service

Mr. Heginbotham

Erland H. Heginbotham, who was deputy assistant secretary for East Asian and Pacific affairs, with responsibilities for regional economic affairs, has been named director general of the new Foreign Commercial Service of the Department of Commerce, which began operations April 1.

In announcing the appointment, Donald A. Furtado, acting under secretary of commerce for industry and trade, said that Mr. Heginbotham would manage the development of the new corps, which operates in 65 countries and currently consists of 162 commercial attaches and 487 local staff members. The service provides personalized assistance to U.S. business people abroad by providing support to export development offices, trade missions, fairs and other activities. It assists U.S. companies in other ways as well.

Mr. Heginbotham joined the Foreign Service in 1955. He held assignments in Korea, Liberia and Viet-Nam, and was counselor for economic and commercial affairs at the U.S. embassy in Jakarta, Indonesia, 1971–75. From 1967 to 1969, he was chief of the International Payments Division in the Bureau of Economic Affairs. From 1969 to 1970 he was director of the Office of International Monetary Affairs. Detailed to AID in 1975, he became associate assistant administrator for inter-agency development coordination. Mr. Heginbotham was assigned as vice president for development, Overseas Private Investment Corp., in 1976. The following year he was assigned to the Department's East Asian bureau.

Born in Salt Lake City on October 10, 1931, Mr. Heginbotham attended the Institut des Estudes Politiques in Paris, received a bachelor's from Stanford in 1954, and took postgraduate studies in economics at Stanford and Massachusetts Institute of Technology. He was a federal executive fellow at Brookings Institution in Washington, 1970–71. Before he joined the Foreign Service, he was a teaching assistant at Stanford and a research assistant at Stanford Research Institute.

Mr. Heginbotham is married to the former Eleanor Elson. They have a son and a daughter. □

Changes in Bureau of Administration

The Bureau of Administration's Office of the Deputy Assistant Secretary for Operations, under M. Virginia Schafer, has announced organizational and office designation changes. The new directory lists Thomas J. McMahon and Alphonso G. Marquis as staff assistants to Ms. Schafer, and groups the following units under her immediate office (names of those heading the units are in parentheses): Office of Overseas Schools (Ernest N. Mannino), Art in Embassies Staff (Mrs. Llewellyn E. Thompson), International Center Project (James A. Edgins), Support Planning Staff (Philip A. King, with H. Tony A. Burgess as management analyst).

In the new Office of Facilities Management and Administrative Services (Charles R. Baquet III) are the Employee Services Center (Marie Burke), General Services Division (Roland Gahn), Language Services Division (Nora M. Lejins), Visual Services Division (Paul C. Bell, acting) and Claims Staff (Joan D. Padilla).

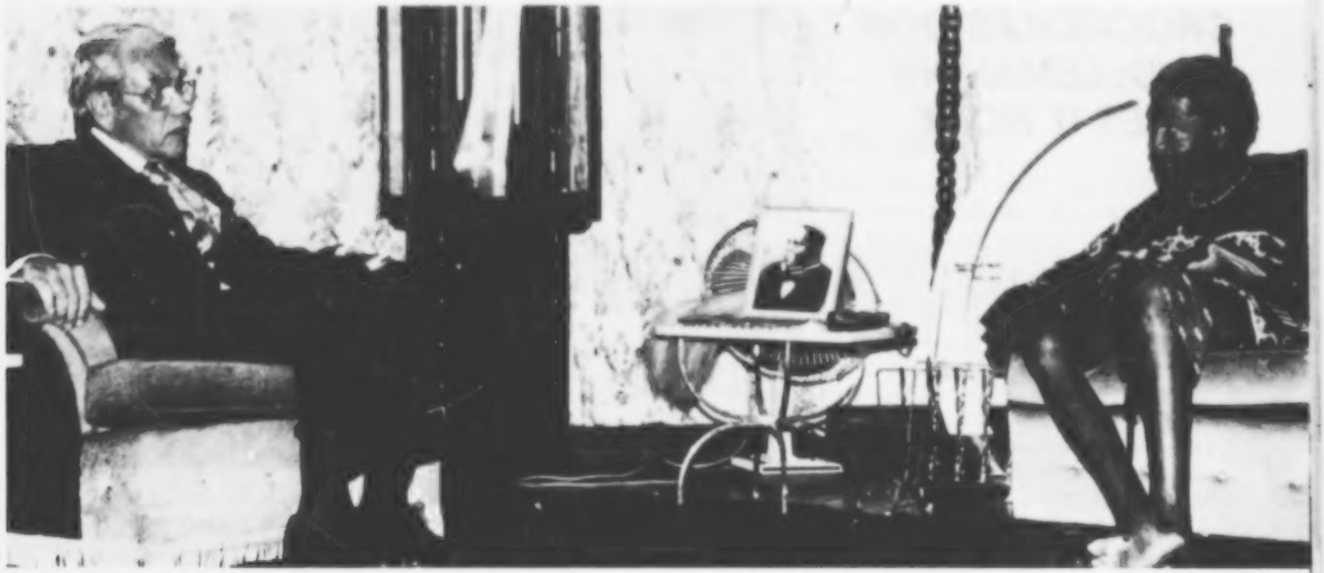
Under the new Office of Supply, Transportation and Procurement (David E. L'Heureux, with Harry M. Hite as special assistant) are the Supply Division (Alvin E. Bernstein), Transportation Division (E. Parks Olmon)—including a Transportation Operations Branch (Robert C. Myers) and Travel Branch (Ronald B. Rabens)—and Procurement Division (Gerald L. John).

The Foreign Affairs Document and Reference Center has become the Foreign Affairs Information Management Center (William H. Price), under which are the Directives Management Staff (George J. Mattis), Records Management Staff (William F. Farrell), Information Access and Services Division (Frank M. Machak), Information Acquisition and Processing Division (William A. Parks), the Library (Conrad P. Eaton), and the Publishing Services Division (Paul M. Washington). ■

AMBASSADORS ARRIVE AT POSTS

OSLO—Ambassador *Sidney A. Rand* prepares to enter a vintage Packard from the royal palace, which took him to present his credentials to King Olav V. At right is marshal of the court *Ingvald Smith-Kielland*. □

ABU DHABI—His Highness Shaikh *Rashid bin Said al-Maktcum*, vice president and prime minister of the United Arab Emirates and ruler of Dubai, receives Ambassador *William D. Wolle* at his office. □



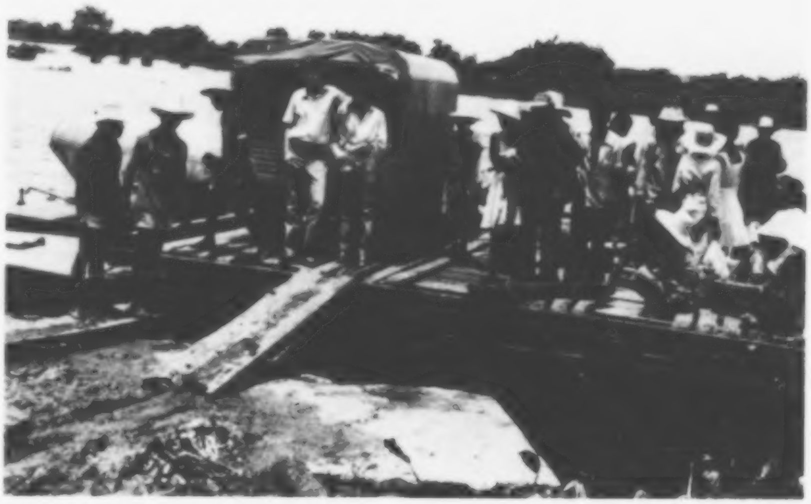
MBABANE—After presenting his credentials, Ambassador *Richard C. Matheron* chats with His Majesty King Sobhuza II of Swaziland, the world's longest reigning monarch (since 1921). Mr. Matheron is the first American ambassador to be resident in Swaziland. (Picture was taken from low level since it would have been discourteous for the photographer to stand while the monarch was seated). ■

BUDAPEST—Ambassador *Philip M. Kaiser* is sworn in as new U.S. envoy to Hungary. Mrs. *Hannah Kaiser* holds the Bible as deputy chief of mission *Herbert E. Wilgis Jr.* administers the oath. *(Photo by Interfoto)* □

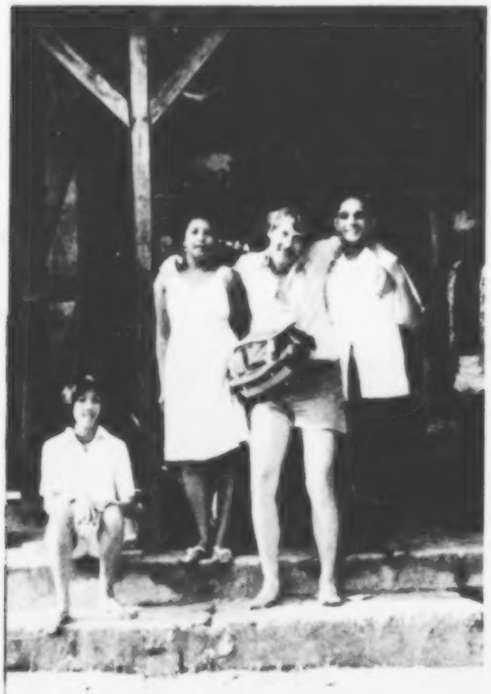
LIFE IN THE FOREIGN SERVICE

CROCODILES DON'T MIND; LEMANDRI MAKES IT HOME

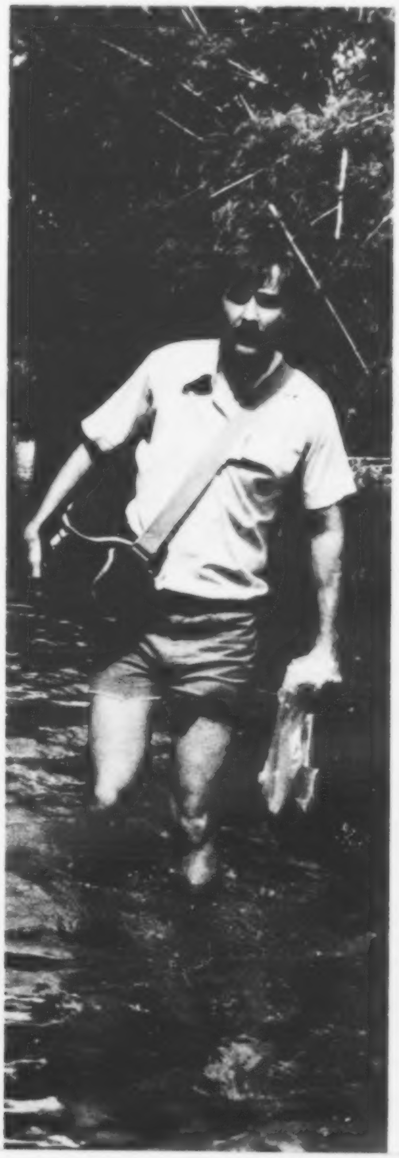
There's no place like home—but getting there isn't always as simple as following a yellow brick road. It wasn't simple for John M. Lemandri, communications officer at the U.S. interests section in Baghdad, and his wife, Suzanne, who flew through a torrential storm recently, rafted down one river, canoed across another and trudged through a waist-deep crocodile-infested swamp to visit Suzanne's parents in Bonaka Village, Madagascar. □



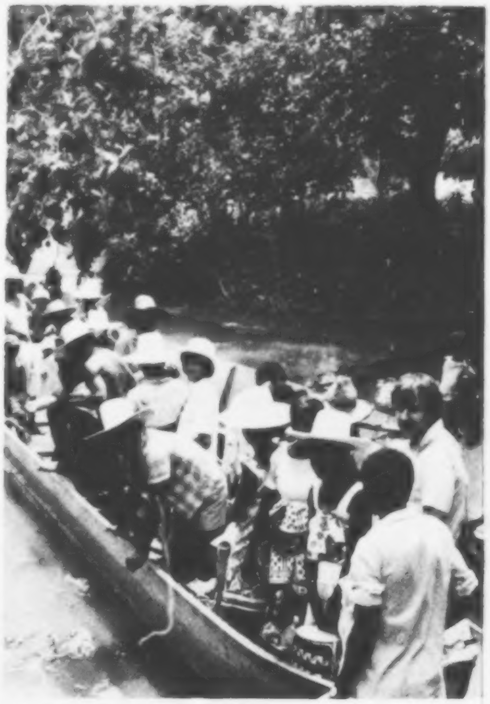
The *Lemandris*, leaning against the jeep, are ready to raft down the Maintinandry River. □



***Suzanne Lemandri*, her parents and *John Lemandri*, at the parents' trading post in Bonaka Village. □**



On the watch for crocodiles. ■



***John Lemandri* boards the canoe that will take him and his wife across the Manampontsy River. □**

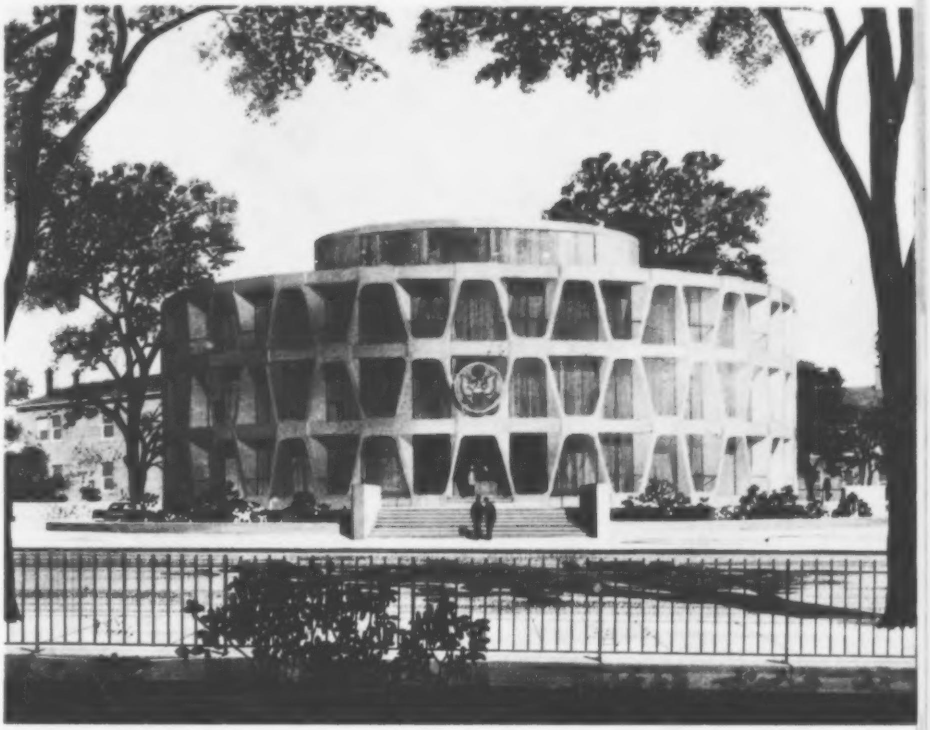
ARCHITECTURE

'From Hong Kong to Oslo, our buildings are unique'

State's Office of Foreign Buildings is said to 'aim for the best'

By Peter Blake

The article that follows is reprinted with permission from the Washington Star of March 13. Mr. Blake is chairman of the Department of Architecture and Planning at Catholic University.



Dublin □

EVERY TIME one of those mobs sets fire to another U.S. embassy in a place like Islamabad or Tripoli, William L. Slayton and I begin to worry more than most people: Slayton, because the embassy building, more likely than not, is one of his babies; I, because I feel that incineration is a rather extreme form of architecture criticism—and those pyromaniacs are giving my profession a bad name.

Slayton is the deputy assistant secretary for Foreign Buildings Operations (or FBO) at the State Department, and his organization has constructed some 65 U.S. embassy office buildings, more than 30 U.S. consulates and more than 700 housing units for ambassadors, senior officers and staff over the past 35 years. FBO has also constructed such things as U.S. cultural and trade centers and maintains older as well as new State Department facilities all around the globe.

What makes FBO remarkable is not its size—it is, in fact, one of the smaller landlords in our federal establishment. What makes FBO so interesting is the consistently high architectural quality that the outfit has maintained ever since World War II, and the notable raising of its own standards ever since Slayton took over two years ago.

For unlike most other federal landlords, who seem to believe that fifth-rate architecture is good enough for us resident taxpayers, FBO seems determined to build only what it perceives to be the very best that American architectural talent is able to produce—and to take occasional chances in attaining that objective.

During FBO's first 15 years after World War II, the organization built two embassies by Eero Saarinen (London and Oslo), a consulate general by the Hirshhorn's architect, Gordon Bunshaft (Frankfurt), staff housing by Ralph Rapson (Paris), a consulate general by Edward Larrabee Barnes in Iran (Tabriz), the famous embassy in New Delhi by Edward Durrell Stone (who designed Washington's Kennedy Center), and other notable structures by such luminaries as Walter Gropius (Athens), Jose Luis Sert (Baghdad), Harry Weese (Accra), John Johansen (Dublin) and William Wilson Wurster (Hong Kong). Those buildings, in their day, set standards of excellence not previously set either by the United States or by any other nation in building its foreign missions; indeed, there are not many embassies in Washington that are even remotely in the same league, architecturally speaking, with those produced by FBO in its initial years, or since.

There was a brief hiatus, in the 1960s, when budget cuts and other limitations reduced FBO's scope. But in the past few years, there has been a new burst of activity, and of enthusiasm. There are new embassies on the drawing boards for Kuala Lumpur (by Washington architects Hartman-Cox) and Muscat, Oman (by Columbia's architecture dean, James Stewart Polshek); new housing for our consulate staff in Hong Kong (by New York architects Davis-Brody), a renovation of the embassy annex on the Place de la Concorde in Paris (by

Hong Kong □

Washington's Hugh Newell Jacobsen), an embassy office building in Damascus (by Los Angeles architect Frank O. Gehry), and dozens more.

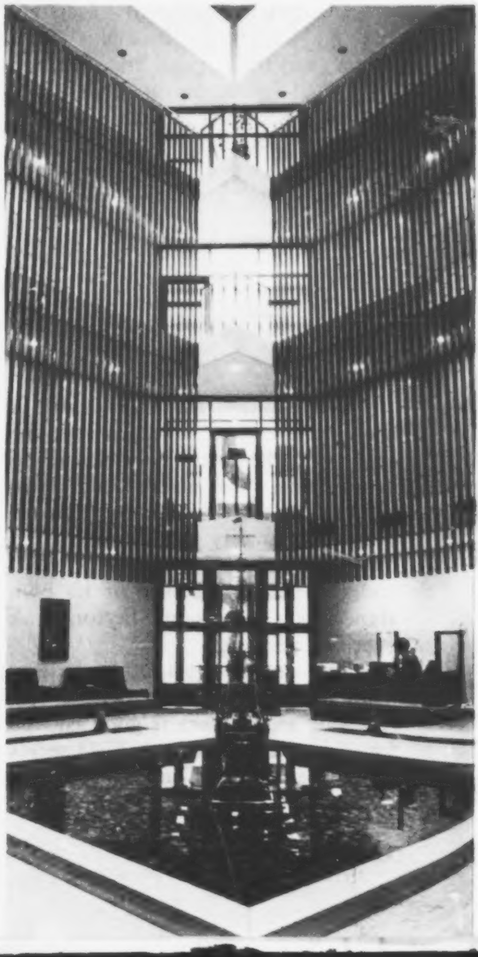
What makes these latest FBO projects so interesting is that their designers are not exclusively part of the present architectural establishment, or even predominantly so. People like Gehry are several cuts above and beyond the predictable, and it calls for both discrimination and courage on the part of a public servant to take a chance on such work.

Slayton has both. He began his career as an associate of the late William Zeckendorf, the almost legendary developer who built such significant centers as Mile High, in Denver, and Place Ville Marie, in Montreal, long before their time—that is, long before other developers screwed up enough courage to look beyond single buildings to the surrounding neighborhood and city. After a stint as JFK's and LBJ's urban renewal commissioner, and another with Urban America, Slayton became the executive vice president of the American Institute of Architects, in which position he, in effect, ran the national organization for eight years. He moved to State in January 1978.

Being a step or two ahead of things is not a new experience for Slayton. He commissioned and built a house by I.M. Pei in Cleveland Park some 15 years before Carter Brown and the National Gallery approached that particular architect and asked him to design for Washington.

Although Slayton clearly possesses the sophistication and insight to pick the best talent available, FBO is not a one-man operation: the AIA supplies a revolving panel of three architects, and these panelists in turn supply Slayton with a list of preferred designers for FBO work. He then makes the final selection. That procedure effectively eliminates political pressures in the choice of an architect.

Two questions arise in connec-



Oslo □

tion with FBO's remarkable record of achievement: First, why do the Feds determinedly commission the very best available talent when building abroad, and just as determinedly commission the most mid-cult architecture when building at home. And, second, what has good architecture done for the United States, lately, in foreign parts?

There is only one answer to the first question, and it is clearly this: A building in Abu Dhabi is obviously less visible to would-be critics than a building in Kansas City—so the chances of being shot down by some congressional critic who "knows nothing about architecture, but knows what he (or she) likes" are considerably less abroad. Hence the government agency involved can dare to be more experimental in an Arab Emirate than on some Congressman's home turf.

Has good architecture abroad given the United States a better name among the natives? Probably not. The embassy in Islamabad, designed by the Philadelphia firm of Geddes Brecher Qualls Cunningham, is one of the more distinguished works in FBO's stable; yet that fact was clearly lost on the mob that burned down the place last November. The Tehran embassy that, as of this writing, is damaged but not demolished, is a hodgepodge of buildings constructed largely before FBO got religion. In short, there seems little cause-and-effect relationship between the quality of any of our buildings abroad and the ire or joy they arouse in the native breast.

Still, there is a strong case to be made for doing what Slayton's FBO is trying to do. In most countries in which these well-above-average structures have been built (or are being planned) the artistic and intellectural upper crusts are highly appreciative—and they, unlike ours, carry considerable local clout. I recall meeting several European intellectuals in Montreal during Expo '67 (i.e., during the Vietnam War). They tended to be vehemently anti-American, but in spite of this, the U.S. Pavilion absolutely stunned them. Designed by Buckminster Fuller and the "Cambridge Seven," it was quite clearly one of the great delights of that World's Fair, and my European friends came away from it thinking that a country capable of presenting itself in that fashion couldn't be all bad.

Frankfurt □

Without going into the moral pros and cons of this sort of *trompe l'oeil*, it was clear then—and is clear now—that it is at least a gesture of respect to put your "better foot before," architecturally speaking, instead of putting your foot in your mouth, especially abroad. That, at least, seems to be FBO's policy, and it is not only the proper thing to do, but may even pay off in the long run, in tangible as well as intangible ways.

Last November, Slayton and his old friend, Ieoh Ming Pei, were in Peking looking for a site for the new U.S. mission building to be constructed in the capital of Pei's native land. The significance of that building, and of FBO's choice of that architect to represent the United States in the People's Republic, will not be lost on the Chinese. ■

EDUCATION AND TRAINING

The answers to your questions are all around you

(But you probably don't know where to look)

By Carol Becker

The author of this article points up some problems in connection with information-handling at State, and suggests a solution.

"DID ALBANIA participate in the 1976 Olympic Games?"

"What are the duties of the U.S. ambassador to the UN?"

"How many nations have become independent since World War II?"

Ms. Becker

"Where can I get a copy of the new Iranian constitution?"

"What was the actual vote count in the last Somoza election?"

If these questions sound familiar, it's probably because you were among the Department employees who had to ask them in recent months, in the course of doing your work. The questions reflect a need for information which everyone experiences at State, on a particular day if not every day. What follows is an inventory and analysis of the information situation at State, written from the point of view of a librarian. After four years here I, like my colleagues in the Library, know a wealth of information that is available in the building—but that is virtually untapped. I am concerned that the very existence of much of this information is not generally known, and that much of it is not as accessible as it should be. These information problems are hardly unique; they are common to all large organizations. But since they concern our work, we need to look at what we have in the way of information, where it is located, and how to find it.

External information: Books, periodicals, Government documents, etc.

Many forms of external information are available to employees of the Department. For example, congressional documents of all kinds (bills, committee reports, records of hearings) are available upon request, at no charge, in the Congressional Documents Room B-845. UN documents can be found in the Bureau of International Organization Affairs' Room 3428. The Bureau of Economic and Business Affairs maintains a full set of General Agreement on Tariffs and Trade documents in Room 3822. The Bureau of European Affairs keeps Organization for Economic Cooperation and Development documents in Room 4519. The documents of international financial institutions may be found in AID's Office of International Affairs, Room 3846. A small but intensively-indexed collection of federal publications relating to personnel matters is located in the Bureau of Personnel's Room 1826.

However, the existence of these repositories of external information has been reported only, to my knowledge, in the last two pages of a pamphlet on library services—a handout in the Library, and, in recent years, part of the package of information given to new employees. Undoubtedly, there are other such collections in the building, but very little, if anything, is known about them.

The Library's own collections are, of course, the largest visible external information source in the Department. Most employees know about our books and magazines, but how many know that we also have:

- A large collection of congressional reports and documents since 1776.
- Foreign (as well as U.S.) treaty series.
- Historical foreign (as well as U.S.) diplomatic and foreign service lists.
- Foreign encyclopedias.
- Domestic and foreign telephone books.
- Foreign Broadcast Information Service and Joint Publications Re-

Schedule of courses at Foreign Service Institute

Program	*May*	*June*	*July*	*Length of course*
Administrative training				
Administrative Operations	26	—	7	2 weeks
General Services Operations	—	9	14	4 weeks
Personnel Laboratory	—	2	—	2 weeks
Budget and Financial Management	12	2,23	14	6 weeks
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Special Consular Services	Correspondence course			9 months
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Advanced Consular Course	12	—	—	3 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	7	2 weeks
Intelligence and Foreign Policy	—	2	—	4 days
Techniques of Negotiations	12	—	—	1 week
The Role of Congress in Foreign Policy	—	9	—	1 week
Seminar on Terrorism	5,12,19	9,16,23, 30	2,7,14, 21,28	1 day
Executive development				
Supervisory Studies Seminar (off-site)	—	1	—	5 days

—*(Continued on next page)*

—(Continued from preceding page)

Program	May	June	July	Length of course
Foreign Service officer orientation	Dates to be announced			5 weeks, 3 days
Orientation				
Foreign Service Secretarial Orientation	—	2	28	5 days
Departmental Clerical Orientation	12	16	14	5 days
Departmental Officer Orientation	—	10	—	2 days
Foreign Service Orientation	12	—	7	1 week
Economic and commercial training				
Advanced Economic Review Seminar	—	—	14	5 weeks
Contemporary Economic and Quantitative Analysis	—	—	14	5 weeks
Economics, Trade and Modern Diplomacy (Domestic)	—	—	28	3 weeks
Workshop on International Business/ Commercial Activities	—	—	7	3 weeks
Equal employment opportunity				
Executive EEO Seminar	—	24	—	1 day
Clerical training				
Management Skills for Secretaries (off-site)	7	—	*	2 days
Beginning Stenography	6	—	—	60 hours
Intermediate Stenography	6	—	—	60 hours
The Art of Machine Transcription	As applicants warrant			3 hours
Beginning Typewriting	6	—	—	60 hours
Workshop in the Preparation of Travel Vouchers	16	20	—	3 hours
				*Date to be announced
Communication skills				
Elementary English Skills	13	—	—	30 hours
Telephone Techniques	—	13	—	3 hours
Basic Writing Skills	12	—	—	16 hours
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours
Effective Writing in International Affairs	19	—	—	12 hours
Workshop for Foreign Service families				
Workshop for Foreign Service Families	5	2	14	2 weeks
Going Overseas	3	7	12	1 day
English Teaching Seminar	19	—	—	1 week

Area studies and language training

Program	May	June	July	Length of course
Area studies				
Africa, Sub-Sahara	19	16	—	2 weeks
Western Europe	—	16	—	2 weeks
East Asia	19	16	—	2 weeks
Eastern Europe and USSR	19	16	—	2 weeks
Russian Familiarization Course	19*	—	—	6 weeks
Latin America	19	16	—	2 weeks
Near East and North Africa	19	16	—	2 weeks
Arabic Familiarization	—	16**	—	6 weeks
South Asia	—	16	—	2 weeks
Southeast Asia	19	16	—	2 weeks
Western European languages				
French	5	2,30	28	20 weeks
German	—	2	28	20 weeks
Italian	—	2	28	20 weeks
Portuguese	—	2	28	20 weeks
Spanish	5	2,30	28	20 weeks

*Two weeks of area studies followed by four weeks of Russian language instruction.
**Two weeks of area studies followed by four weeks of Arabic language instruction. □

search Service translations, on microfiche.

- A large microfiche collection of declassified documents.

All of these collections are organized to facilitate direct access to them by employees.

Also, the Library is prepared to act as intermediary when necessary. Through interlibrary loan, publications (including dissertations) can be borrowed from other libraries, not only in Washington, but from universities and research institutions around the country. Most importantly, the Library has developed recently a capability to search on a computer over 150 types of indexes. These so-called bibliographic databases cover such subjects as agriculture, history, chemistry, international economics, energy, management, sociology, engineering and education; they index newspapers, magazines, Government reports, dissertations and congressional documents.

Some offices at State are already heavy users of these computer files. The Office of the Geographer knows

Solution to Diplo-crostic puzzle No. 3

(See March issue)

Fowler's Modern English Usage

"We speak of the British Commonwealth, the British Navy, Army, and Airforce, and British English, but no Englishman calls himself a Briton without a sneaking sense of the ludicrous or hears himself referred to as a Britisher without squirming."

A. Frequencies
B. Osso buco
C. Whittling
D. Liftoff
E. Esther
F. Roberts
G. Shahinshah
H. Militia
I. Ortho
J. Dynamism
K. Errors
L. Radio
M. Nontariff
N. Ellis
O. New Hampshire
P. Gibraltar
Q. Luther Burbank
R. Iamb
S. Swami
T. Henry The Eighth
U. Undocumented
V. Swastikas
W. Aliens
X. Ghost
Y. Evince □

that the Library can search geological abstracts to identify articles of interest which we can then borrow from the U.S. Geological Survey, or from a university. The Office of Security knows that the Library can search newspapers for names of groups and people. AID knows that Government and private reports can be identified on plant and animal diseases, water supply projects, deforestation, etc. Medical Services knows that we can search the National Library of Medicine's files, to learn about studies of the effects of microwave radiation on humans, or about how to treat the jungle diseases of sub-Saharan Africa. Less well-known, though publicized in Department Notices and Library handouts, is our in-house computer access to the catalogs of the Government Printing Office, the catalogs of the Library of Congress and Stanford University, abstracts of all congressional hearings and reports since 1970, the contents of the Congressional Record and the Federal Register, and the energy databases at the Department of Energy.

Internal information: Department reports, memoranda, correspondence, etc.

The Department produces voluminous internal information, some of which is controlled and accessible to certain personnel in a systematic fashion. The SADI (secretariat automated data index) system computerizes the Department's top-level correspondence and briefings. The ADS (automated document system) in the Foreign Affairs Document and Reference Center (recently renamed the Foreign Affairs Information Management Center) since 1973 has stored, among other things, the Department's incoming and outgoing cable traffic. The Office of Security has computerized files. External research sponsored by the Bureau of Intelligence and Research is filed and cumulatively indexed for Departmental use. AID's project studies and reports are collected and made available at the AID Development Information Center. The FAM (Foreign Affairs Manual) contains all Department regulations; an updated copy is in the Library. The substantive work of the Department is regularly reviewed to determine what material is appropriate to add to the official files of the Department (the Central Foreign Policy Files); these noncurrent reports, items of correspondence, memoranda and briefings are indexed and made available when needed. Eventually, after 20 to 30 years, some of these records, including the files from overseas posts, are retired to the National Archives, where they become available to the public.

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:
—Loan of books, periodicals, and government documents
—Locating and borrowing items from other libraries
—Assistance in finding information (legal, statistical, historical, biographical, etc.)
—Automated retrieval of information relating to foreign affairs
—Daily newspapers (back issues on microfilm) □

Voluminous information is published by the Department for public consumption—the BULLETIN, the NEWSLETTER, press releases, the many publications of the Bureau of Public Affairs, such as "Foreign Relations of the United States," the "Gist," news background reports, the "Current Policy" series, the U.S. treaty series, the diplomatic lists, and various reports to Congress. These publications are actively collected and bound by the Library. Current copies of Public Affairs publications are available in Room 4831 or B-844. AID's publications are available in Room 4898. Those of the Arms Control and Disarmament Agency can be found on a table outside Room 4936. Also, the Department telephone book is an excellent reference tool; it gives the names of principal officers, provides detail on the structure of every bureau, spells out office symbols, lists all desk officers, and provides a comprehensive directory of services available in the building.

Problems and a proposal

It remains a fact, however, that there is no comprehensive training that familiarizes employees with all these resources. The Foreign Service Institute does offer a once-a-year course, called "Computers and Foreign Affairs," but it does not reach many employees. Most employees learn from experience about some of the information available in the building; some develop informal information-sharing networks with employees of other Government departments. This first problem might be alleviated by the creation of a half-day course for all new employees (and interested veteran employees) at the Foreign Service Institute; the course would focus on information resources. Also, a booklet describing all internal and external information sources in the Department could be published.

Before, however, employees can be given an organized presentation of availability of internal information at State, the information needs to be organized—this is the second problem. The total internal work product of this Department, both classified and unclassified, is in need of collection, storage and retrieval in a location that is accessible to employees, who need the information to do their work. The material published by the Department has not been officially catalogued, in book form, since 1960 (a project to rectify this situation is now being undertaken by the Library).

An even more serious problem exists with respect to the reports issued regularly by bureaus such as Intelligence and Research, and Economic and Business Affairs. For example, one report was identified recently in a bibliography as "Department of State. A Guide to IMF Financing Facilities." The citation was spotted by a bank in Amsterdam and by Stanford University. Queries by these institutions were forwarded to the Library, to the Department's Publishing and Reproduction Division, and to the Bureau of Economic and Business Affairs. But none of these offices knew at first how to search for the title, which they did not have on hand, recognize, or remember. Finally, with help from the Department phone directories, the Library called a likely office in the Bureau of Intelligence and Research. Personnel there readily identified the report as theirs, said that it was unclassified, and that there were plenty of copies to send out. The fact that the other offices and the Library did not know about the report may not be very serious, but that there was no reliable cumulative title and subject index, to check for the work product of Department bureaus, is indeed unfortunate. Institutional memories are short, and are simply inadequate at a time when information resources are so voluminous.

One solution to this problem of organizing information resources would be computerizing, on the Department's computers, a cumulative list of all reports, briefings, publications, or any other substantive work product of potential interest to the personnel outside the bureau that had produced it. The computer can be of great assistance as a storage tool for this type of cumulative, bibliographic, many-sourced file; it is technically possible to develop this sort of user-oriented indexing file. User access could be through the ADS (automated document system) terminals already in place throughout the building, preferably with a printer attached, so that the user would end up with a piece of paper to refer to later. The indexers could tag the reports and publications as to source (to be compatible with the ADS system), and then add key word-subject headings and full bibliographic titles. A file copy of each document could be deposited with the Foreign Affairs Information Management Center, indexed, and then stored either on paper or in micrographic form—the collection perhaps being purged in accord with a regular archival schedule. (The Foreign Affairs Manual already provides for the deposit of substantive publications in the Library, and the deposit of reports and other documentation of a substantive nature in the information management center.)

The difficult part of this solution would be to get authorization and funding to increase the staffing of the center, and to ensure deposit there of all internal documents, for indexing and filing. Everyone, however, would benefit. For example, requests from the public could be handled more easily, easing the burden on Department offices. The implications for simplifying freedom-of-information searching, too, are enormous.

Most importantly, consider the following hypothetical but entirely potential information need: The Bureau of Oceans and International Environmental and Scientific Affairs, say, wants to learn all it can about the past negotiating behavior of the Group of 77 (G-77), prior to the World Administrative Radio Conference, in the fall of 1979. After searching for monographic and periodical literature in the Library's catalogues and in various commercial computerized databases, and in external research documents, a search is ordered on the ADS (automated document system) for relevant economic and political reporting on G-77 from overseas posts. This much the scientific bureau could do right now. But imagine the ability to search the Bureau of Intelligence and Research back files for that bureau's present and past perceptions of G-77, and into economic bureau reports on the negotiating tactics of G-77 at the UN Conference on Trade and Development and other North-South forums as the economic bureau perceived them, and into Secretary-level briefings and backgrounders. A body of literature would be amassed that would achieve what librarians like to call "bibliographic control"—a real "handle" on the subject. At State, that type of exhaustive control of a subject is surely desirable; it certainly is possible. Employees want to be thorough in their work; we must provide information sources that are pertinent, comprehensive and timely.

Finally, the two problems and their solutions merge. If such a bibliographic system were to be instituted to solve the problem of organizing the Department's internal information, the Foreign Service Institute could then enlist programmers, indexers, information managers and educators in data processing to develop and present a comprehensive information users' training course. The course could include "hands on" computer-searching skills, integrated with lectures on all the information resources available within the Department, plus a take-home manual for future reference. (By the way, computers are the "wave of the future" our—children are quite at home with them.)

Again, the information resource problems here at State are not unique; they exist in all large organizations and institutions. In private industry, management has, perhaps to a larger extent, recognized that it is cost-effective to make the most of information already collected and produced, and to avoid duplication of effort. Just as capital and men and materials are resources to be managed, so is information a resource that can be identified, planned, and budgeted—i.e., managed. At State, information is being managed in the Library, in the ADS system and in scattered offices throughout the Department. A comprehensive information management system is the next logical and feasible step. It's time to take it. ☐

Executive seminars on EEO are offered

The Department and ICA will conduct equal employment opportunity seminars for senior-level supervisors on April 29, June 24 and September 16. Although admission is generally by invitation, a limited number of participants will be enrolled on a first-come, first-served basis. Priority for this enrollment will be given to overseas personnel who are in Washington for a limited time. Attendance will be limited to persons in Grades FSO-2 through 5, GS-15 through 12 and FSS-1 through 3.

The seminars will consist of day-long discussions, audio-visual presentations and practical assignments that cover such topics as legal compliance and affirmative action. Attendance would fulfill the requirement that all supervisory personnel attend a basic EEO training course.

Application may be made by completing Form DS-755 and returning it to: Registrar's office, M/FSI/REG, Room 100, SA-3, no later than four days prior to the beginning of the course. ■

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. ☐

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. ☐

Household-effects shipping case

430—The grievant transferred from one overseas post directly to another, at the request of his agency, on what he claims was extremely short notice. He was in Washington on home leave/consultation and return-to-post orders, when he was notified he would not be reassigned to his previous post. He was allowed to return to his previous post, however, without his family, for seven weeks, during which he could pack his household effects. His supervisor protested to Washington about his transfer to a new post, but Washington replied three weeks later that the transfer would stand, and sent orders for the grievant to return to Washington, via his new post, for language training. The orders also provided for 600 pounds' air freight, and a limited surface shipment of 4,200 pounds, to the new post.

While in language training, the grievant was informed by his old post that his household-effects shipment was overweight and that he was obligated to reimburse the Government for the excess cost—which he did. Later, he filed a grievance with his agency, requesting that he be reimbursed the amount he had paid.

The agency refused, saying that the grievant was aware his shipment was overweight before he left his old post, and that even four weeks was enough time to decrease his shipment to the authorized weight. However, the agency did amend the grievant's travel orders to authorize him 600 pounds' air freight from his home-leave address to his new post. The agency stated that the position at the new post was established one year before it was staffed by the grievant, and did not feel that the short assignment notice was an exceptional situation.

The grievant contended that the short notice of his transfer caused him considerable personal expense and inconvenience, in that he had to buy both winter and summer clothes, as well as maintain two households, and his wife was not at post to assist in separating and reducing the weight of his shipment. He felt that four weeks was not sufficient time to reduce the weight, to stay within the authorized allowance. Further, to support his case before the board, he pointed out that the agency had demonstrated that, by its authorization of 600 pounds' air freight from his home-leave residence to his new post (an amount greater than his claim), it believed he was entitled to some relief.

The board noted that the authorized air-freight allowance from the grievant's home-leave address to his new post remained unused, and asked the agency whether it could automatically increase the grievant's surface-shipment allowance accordingly. The agency decided it could, and authorized reimbursement in an amount which represented charges for 600 pounds net weight, subtracted from the overweight charges paid for 1,522 pounds net weight (approximately half of the grievant's claim). The grievant was not satisfied with this remedy.

The board found that the grievant was aware of the excessive weight of his shipment and had ample opportunity to reduce it; regulations did not support the grievant's position that the estimated cost for his unused air shipment should be applied to the cost of his household-effects shipment; and there were insufficient grounds to grant additional relief beyond the amount which the agency had already authorized. ☐

Board: Chargé role adequately noted

444—While assigned to a small post, the grievant, a Class 5 officer, had served as chargé d'affaires ad interim, intermittently, during a period of approximately nine months. When it came to the grievant's attention that Section 517.1b (4) of Volume 3 of the Foreign Affairs Manual (3 FAM) requires that such service be documented in interim performance ratings, he requested the agency to comply, and was advised that the appropriate bureau had been asked to prepare the required ratings. The reports were prepared and included, along with the grievant's comments, in his performance file about a year after he had left the post. He contended he was unfairly disadvantaged by the failure of the agency promptly to submit the interim performance ratings, and that the agency had not adequately rewarded him either through promotions or assignments for the level of his achieved performance and his documented potential. He claimed that two consecutive selection boards were unable to properly judge him, as they had not had the interim performance ratings before them. He contended that, given his junior rank, specialization, and minority status, his service as chargé should have given him unique qualifications for promotion when judged in comparison with his peers. The grievant requested that his recent promotion to the rank of FSO-4 be made retroactive by two years, to the effective date of that year's selection board's recommendations for promotion.

The agency conceded that the relevant evaluation reports covering the grievant's service as chargé were delinquent. However, the agency noted that the rating officer had emphasized the grievant's frequent service as chargé in the excellent marks given him in his regular performance reports. The agency contended that, even if the interim reports on his performance as chargé had been submitted promptly, it was not established that the grievant would have been ranked high enough by either of the previous two selection boards to have been promoted.

The board recognized that a requirement of the regulations was not carried out, but was not convinced that the selection boards would have been significantly better informed had the grievant's usual performance reports been supplemented by the required interim performance ratings, or that the grievant would have been promoted. In addition to specific notes and favorable comments by his rating officers concerning his service as chargé, his performance file contained a commendatory letter from a high-ranking agency official, citing him for his service as chargé. For these reasons, the board believed that the unusual circumstances of the grievant's service as chargé as a junior officer had been brought to the attention of the selection boards. The board accepted the grievant's claim that such interim reports are important additions to the regular performance reports, and that the reports should have been prepared in accordance with existing regulations. However, given the circumstances of this case, the board could not conclude that the grievant was unfairly disadvantaged and entitled to the remedy he requested. Therefore, the grievance was denied. □

Short rating period is OK'd by board

461—The grievant claimed that the post was technically incorrect in having a memorandum prepared by a new rating officer, to cover a period of his performance which was less than three months; and that the agency improperly included the memorandum in his performance file. He felt the inclusion of the memorandum was prejudicial, and requested its removal from his performance file. The agency denied either the inappropriateness of the memorandum or that regulations were violated by its inclusion in the grievant's performance file.

The grievant then came to the board with the complaint that the memorandum, which covered less than three months' service, violated the 1977 edition of the agency's "Officer Evaluation Report (OER) OF-266: Instructions for Preparation," which stated: "For periods of three months or less, no report is required." The board interpreted this instruction to mean that evaluation reports are mandatory for periods of more than three months, but that the instruction does not exclude the documentation of shorter periods of service. The board, therefore, found no technical fault with the preparation of the memorandum, nor did it find any pertinent regulations that the agency had violated by retaining the memorandum in his file. The grievance was denied. □

Agency is repaid for travel costs

481—While the grievant was on rest-and-recuperation (R&R) travel to the United States, he followed up on his previous request that the agency convert him from Foreign Service to Civil Service, and assign him to Washington, D.C. Shortly after returning to post, he was offered the position he sought, accepted it immediately, and transferred to Washington before his two-year tour at post was completed.

The agency asked grievant to reimburse it for his R&R travel expenses, quoting the regulations which state that an employee must complete two consecutive years at post in order to be eligible for R&R. The grievant claimed that, when he took his R&R, he was eligible to do so, and that, since the transfer was at the joint option of himself and the agency and benefited both, he should be granted a waiver. The agency claims the grievant was not eligible for a waiver, since the transfer was not at its option or for its benefit.

The board decided the grievant did not meet the criteria for a waiver of the requested reimbursement, since he was aware, when he left post on transfer, that the agency expected reimbursement for the R&R. He, therefore, had a choice of accepting the new job and converting to GS or staying at post for a full two years. The grievance was therefore denied. □

Leave earned at UN to be credited

482—The grievant complained that he was denied a financial benefit due him upon retirement: credit for untaken sick leave earned during a period of employment on secondment with the U.N. As relief, he requested that his retirement annuity be recalculated to reflect the unused UN sick leave. The agency took the position that its regulations barred the crediting of unused sick leave accumulated with an international organization.

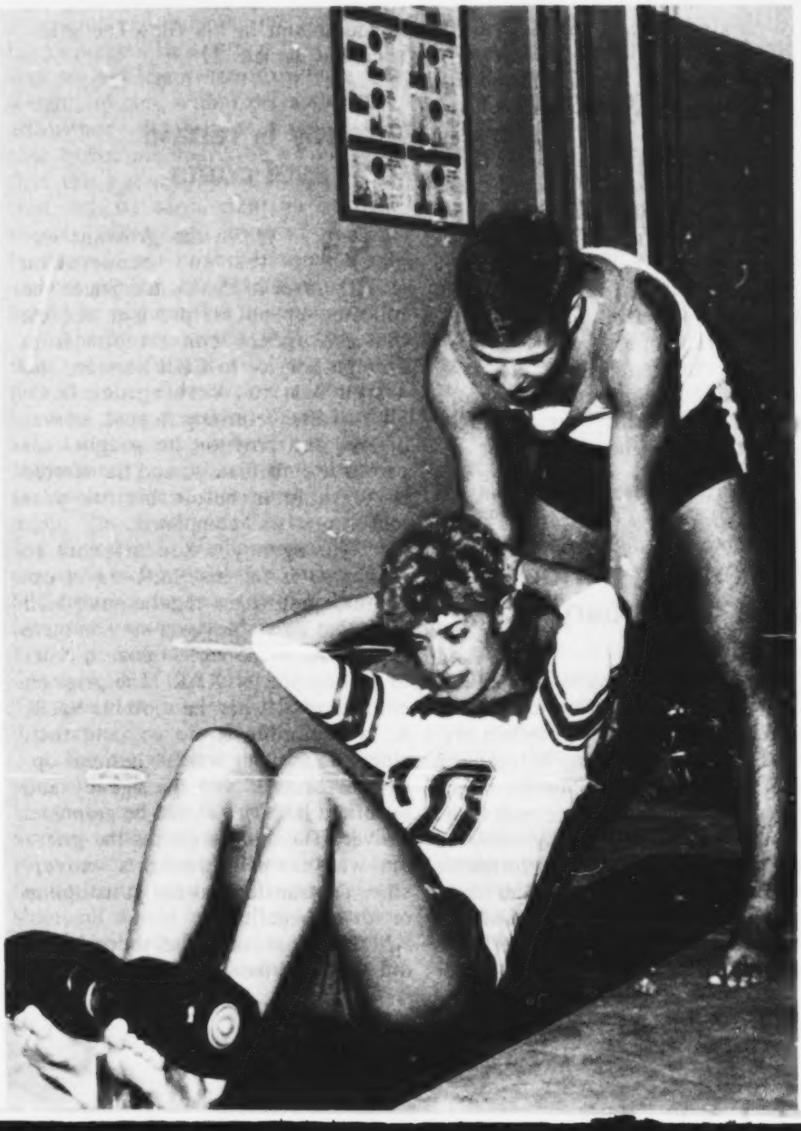
The board said it was clear and undisputed, quite as the grievant stated, that U.S. policy for some three decades has been to encourage service by federal employees with international organizations, and that, in furtherance of this policy, various programs aiming to prevent financial disadvantages which might attend such service have been adopted. The board did not understand why the accrual of sick leave with an international organization should be removed from the application of the phrase "counted as creditable service for all appropriate Federal employment purposes" (FPM 352, 3-5.f). In addition, the board said (1) the UN sick leave program is identical to that of the U.S. Government; (2) since 1969, unused sick-leave time accumulated while in U.S. employment has been credited for U.S. pension purposes; and (3) UN service, as such, is to be credited for U.S. pension purposes so long as the employee retains his U.S.-pension coverage. Taken together, these considerations led the board to the finding that the agency's application of the regulations was unduly restrictive and erroneous, and it upheld the grievant's claim and granted the requested relief. ■

BELGRADE: U.S. POST IN THE BALKANS

Embassy Belgrade, in the Yugoslav capital, herewith makes the grade as "Post of the Month," in the continuing NEWSLETTER photo series. You may have met some of these people in your other assignments. Do you recognize any? ☐

Sheila Kovacevic **teaches first-graders at the International School.** ☐

Leslie Warner and defense attache *John Gilbert* **are neighbors in staff housing near the chancery buildings.** ☐



Marine security guards *Bob Ketelhohn* **and** *Julia Jones* **in the exercise room of the Marine House.** ☐

best copy available

Irene Slovitski receives a Meritorious Honor Award and a round of applause. On left is her boss, *Harry Dunlop*, and *Mary Ann Pickenstein*, *John Gilbert*, *Olga Djordjevic*, *Bill Pope*, *Ruth Kennedy*, *Doug Van Treeck*, *Jeff Bowers*, *Silvia Bazala*, *Gunny Charles Lord* and *Diane Maimone*. ☐

Mark Pickenstein grabs the rebound. Others, from left, are *Eric Hoffman*, *Dan Fearn* and *Bob Walling*. ☐

Economic/commercial officer *Shirley E. Panizza* starts her day by skimming "Politika." ☐ →

Ambassador *Lawrence S. Eagleburger* (holding paper), American Center director *Razvigor Bazala* and public affairs officer *Raymond E. Benson* at a celebration commemorating the birthday of Yugoslav-American scientist Mihajlo Pupin. ☐

Agricultural attache *James K. Freckmann* throws curve to Marine security guard *Bob Ketelhohn*. ☐

Political officers *Stephen M. Geis* and *William P. Pope* help with the mail delivery. ☐

From left: personnel officer *Bowen K. Kennedy*, administrative counselor *Harvey A. Buffalo* and general services officer *John M. O'Keefe*. □

Rehearsing for the first production of "BEST"—the Belgrade English-Speaking Theatre—are, from left, *Peter Raudenbush*, *Raz Bazala*, *Cammie Whitman* and *Monica O'Keefe*. □

At retirement party for *Djordje Novkovic* are motor pool employees, standing from left: *Svetozar Miskovic*, *Zvonimie Lovrekovic*, *Borivoj Milutinovic*, *Milutin Reljic*, *Svetislav Lukic*, Mr. Novkovic, *Dobrivoj Miskovic*, *Milisav Nenadovic;* sitting, *Milan Anicic*, *Salih Zucani* and *Milenko Koruga*. ■

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.* ☐

Q. WASHINGTON

They just knocked on our door collecting for the Heart Fund. Can you tell me about the "risk factors" that cause heart problems?

A.

Yes. (I hope you were generous!) The key factors are: Smoking, obesity, high blood pressure and high cholesterol. Also, diabetics are prone to heart disease. Prevention, then, means control of these factors. A radical change in your lifestyle might be necessary to help you minimize the risk. One in three Americans weighs too much! Behavior modification or change is difficult. We encourage you to work with your doctor if you need help in controlling a risk factor which is clearly associated with heart disease.

Q. WESTERN EUROPE

What should I do if my child accidentally breaks a baby tooth?

A.

Each fractured tooth is an individual problem, so no definite plan of treatment can be advised. But, take him, or her, to a dentist as soon as possible. He probably will take an X-ray and place medicated cement over the sensitive part of the fractured tooth. If no protection is given to the broken tooth, the pulp (nerve) could die, and the tooth may have to be removed. Sometimes, all the dentist need do is smooth the rough edges of the break. If the fracture is a serious one, he may want to protect the pulp from further injury by placing a band or a crown over the tooth. Other types of protection may be needed. If the tooth is knocked out, don't clean it; wrap it in a wet cloth or place it in water. Take the child *and* the tooth to the dentist quickly. The dentist might be able to replace the tooth in the child's jaw so that it functions normally.

Q. ASIA

Someone in our family has cancer of the mouth. The doctor is very optimistic about a full recovery. Are there any special things that might prevent this kind of cancer?

A.

Most mouth or oral cancers are curable in their early stages. So your best protection is a visit with your dentist about once a year for a complete mouth examination. Schedule these examinations during home leave, R&R or while on transfer orders. The warning signals are: (1) Sore spot on lips, tongue, palate (roof of the mouth) or other areas inside. (2) Red, white or scaly areas inside the mouth. (3) Swelling of lips, gums or other areas inside, with or without pain. Sometimes the first symptom is a change in the way dentures fit. (4) Repeated bleeding in the mouth. (5) Numbness or loss of feeling in any part of the mouth. These signs do not necessarily mean that you have cancer — in fact, in most cases, it is not cancer. But your should see your dentist or doctor immediately to find out what the symptoms do mean. Only he can tell one type of growth from another. One symptom of cancer is repeated or chronic irritation. This irritation of the mouth lining may have a variety of causes, and it is likely that the appearance of cancer may be due to several sources or irritation. Among the principal irritants to the mouth are tobacco, tobacco smoke and extreme use of alcohol. Repeated over-exposure to the weather and sunlight is a major cause of cancer of the lower lip. Chronic irritation of the tongue and mouth may also be due to a nutritional deficiency. Long-standing injury to the lining of the mouth by sharp, defective teeth, or ill-fitting dentures, is often considered by some authorities to be a contributing cause of oral cancer.

Q. WASHINGTON

We returned to the States last fall to begin an assignment in the Department. Our entire family had physicals in September and received unrestricted medical clearances. Now it looks like we'll be going overseas again in July. Do we have to have physicals again? My wife and I are over 40; we have one second-grader and two teenagers.

A.

Since you're over 40, assigned to the United States, and you have a full clearance, you need not have another physical, it being less than a year since you were medically cleared. But if you or any member of your family had a serious illness or injury, we would like to review your clearance status, and might ask that you have another physical before going abroad again.

Q. AFRICA

I notice they always take my blood pressure when I have physicals, but it's always perfect. At least that's what the doctors tell me. Why do they keep on checking it?

A.

Because unless it is checked regularly, it's not possible to know whether hypertension is developing. High blood pressure or hypertension (they're the same thing) can develop without any symptoms. It is one of the major causes of cardiovascular disease and stroke.

Q.

WASHINGTON

I'm finishing four years in the Department, and it looks like we'll be going overseas in late August. It has been several years since we had physicals, so I know we need to update our clearances. My problem is this: The assignment probably won't be confirmed until June, and I probably won't have my orders in hand until July. Our vacation and summer camp schedules would very likely then make scheduling physicals difficult.

A.

You don't need travel orders to arrange an appointment for a physical in the Department. In fact, we'd encourage you and your family to have your physicals now—in April or May. Our examining clinic's peak load is in the summer, when overseas personnel are transiting Washington and must have their physicals done in a limited time frame. We encourage our Washington-area people to have their physicals in our off-seasons, so to speak, spring, autumn or winter. Call now to arrange physicals for your family: 632-3642. When your orders finally do arrive and you are in the midst of hectic moving, packing, and vacationing schedules, it will be nice to know that the medical part of your transfer is behind you. By the way, check now with our immunization clinic nursing staff to see what shots are needed for you and your family. Some of those inoculations can be gotten out of the way now, too. ☐

Alcohol Awareness Program

Is there such a thing as only one drink?

Four years ago—I am an FSR with 12 years' service—on a warm Sunday afternoon, I had just about decided that my three-hour-old resolution to stop drinking had been made hastily, and that a cold beer would be entirely in order. It was at that point that the regional medical officer called and asked if I could come to his office for a few minutes. He and I had been friends and business associates for some time, and I tried, discreetly, to determine whether he wanted to see me on business or friendship. His response, that he only wanted "to talk" with me, made the purpose of his call very clear. For it was the call that I had been waiting for—and dreading—for 22 years.

I told my family that I had to go to work, which was not unusual for a weekend and did not require further explanation. Although I do not now recall my exact thoughts as I drove to the embassy, I am sure they were mixed—uncertainty, fear, relief. An hour later, the medical officer and I arrived at a mutual decision, that I would be medically evacuated within 48 hours—for alcoholism.

During the preceding 22 years, nearly everyone around me either knew or had good reason to suspect that I had alcoholic tendencies. But what they didn't know was that I also had begun to realize and admit to myself that I was facing a real crisis. This decision was not easy, by any means, but it was made clearer to me by my secretive reading of the literature on alcoholism that my wife had collected as a member of Alcoholics Anonymous. Because of this, I was prepared for the type of discussion that inevitably had to take place, and did on that Sunday afternoon. When I returned home from the man's office, I told my family about the decision, and that I would be undergoing treatment for the next four weeks. Their happiness and loving reassurances to me were almost enough to make a grown man cry.

The next day saw a flurry of activity—getting orders and everything else that went with an evacuation. Although the embassy was buzzing with speculation, the actual purpose of my evacuation was medically-privileged information, available only to those in whom I chose to confide. For me, and for my family, there was no shame, either then or now. For we all knew that I was on my way to get the help that I so desperately needed. Even now, I do not always hide behind a shield of anonymity, and will readily talk about my alcoholism if I think it will generate a greater understanding of alcoholism, or make it easier for others to seek the assistance that they need.

Through the cooperation of the Department's Alcohol Awareness Program and the medical officer, I was able to go directly into a treatment center, where I remained for the next 28 days. Although I spent an apprehensive 12 hours en route, I was even more apprehensive as I walked into the center—because I "knew" that everyone was staring at me and whispering. But, within 30 minutes, I was entirely comfortable with the nearly 40 others who were seeking relief from the same disease.

In the following four weeks, I was exposed to everything that is known about alcoholism, which, in reality, isn't much. In overly simplistic terms, alcoholism can be described as "an incurably fatal disease of unknown origin." Fortunately, however, it can be arrested, and the person so afflicted can learn to live a normal and happy life. For me, as it does for so many other alcoholics, knowledge about alcoholism and the continuing recovery program come as literally a new lease on life. I have relearned how to live, in a manner which I had not really known since I started drinking as a teenager.

For me, this knowledge and learning experience was a real personal awakening. I found out that a Foreign Service lunch doesn't require three hours, and that some people actually eat instead of "drink" their lunch. I no longer waste my evenings and weekends drinking, but now spend the time in the enjoyable company of my family, or doing productive chores. I can actually go to a sit-down dinner and not offend the hostess by refusing to drink. I can go to a party and remember it all, even where I left my car keys and how I drove home. I no longer try to convince doctors that something is wrong with my stomach, but that I don't know what is causing the discomfort. I also don't have to help the host tend bar just so I can load my own drinks.

There are other related assets, too. My wife finds it comforting to hear the key go into the doorlock on the first try, when I come home late. My children are no longer ashamed to bring their friends home with them. I feel confident that I am performing my job as a professional, to the best of my ability. I no longer fear the unexpected call to my supervisor's office, or to see the ambassador. If I am criticized, I have the knowledge that I did my best or, if I made a mistake, I am mentally equipped to accept the responsibility for it and shoulder the blame. My wife can liven up any slow-moving party by asking quietly: "Do you know that my husband is an alcoholic?" I still look forward to a temporary-duty assignment—but because it is another opportunity to do my job, not because it means a reprieve from justifying why my late return home coincides with the closing of the bars. I can look forward to tomorrow as another beautiful day, regardless of how dismal it may be, because every day that I live now is one more day that I may not have had if I were still drinking.

To be able to do all of these things, and to feel the way that I do about my family, my job and my friends, I have only one choice to make—and I must make it each and every day for the rest of my life: Can I afford to take a drink and pretend that I am like everyone else? Everyday, and sometimes several times a day, the answer is still the same: NO. For I have gained too much to throw it all away on the doubtful proposition that there truly is such a thing as only one drink.

Now that I have had my phone call, my life is happy and full. Are you still waiting for yours?

—ANONYMOUS

If you have any questions regarding alcoholism, visit Room 3818 and pick up literature, or telephone (202) 632-1843 or (202) 632-8804. The alcohol program is staffed by Hal Marley, administrator, and Rita Champagne, administrative assistant. Both are recovered alcoholics. If you are overseas, contact the alcohol awareness coordinator at your post, or the health unit or the regional medical officer. Alcoholics Anonymous is known worldwide; check your telephone directory. Or, if you wish, write to the Alcohol Awareness Program at State for AA contacts in your country of assignment. ■

BEIJING—Ambassador *Leonard Woodcock* presents Meritorious Honor Award to *Alice W. Davies*, Foreign Service nurse, just prior to her retirement. □

Blachly's April quiz: Ships

(Answers on Page 50)

BY FRED BLACHLY

Foreign affairs experts are acutely aware that *rocking the boat* can *make waves* big enough to *skew the course* of the *ship of state*. This would interfere with *well-charted plans* and might cause people to get together to *scan the horizon*—that is, if they can *see through the fog* or stay *calm* in the midst of *stormy weather*. Is it not strange that words and phrases which had their origins in the daily life of sailors should have become the cliches of daily talk among diplomats? The answers to the 10 questions below involve the names of 12 ships. If you know the names of all 12 you are way ahead of most of us, and should be awarded the Admiral's Medal (courtesy of Gilbert and Sullivan). A score of 8 would be good; 10, excellent. (Since everyone knows the names of the three ships Colombus set out with on his first journey to the New World no question about them seems in order. However, here is a bonus question: On which of the three ships did Chris come back to Spain after "discovering America"?)

Ready?

1. What is the name of the ship on which Charles Darwin sailed before he wrote his theory of evolution?

2. What is the name of the ship on which Sir Francis Drake made a voyage around the world?

3. What is the name of the U.S. battleship aboard which General MacArthur accepted the surrender of Japan?

4. The name of John Paul Jones is associated with two famous ships. What are their names?

5. What is the name of the sailboat that won the most recent America's Cup race?

6. and 7. What are the names of the two armored vessels which fought a stand-off duel at Hampton Roads on March 9, 1862?

8. What are the names of the two ships commanded by Captain Cook in his expedition of 1772-75?

9. What is the name of the ocean liner the sinking of which helped sway U.S. opinion against Germany in World War I?

10. What is the name of the "unsinkable" ship that was done in by icebergs on the night of August 14-15, 1912? □

FOREIGN SERVICE FAMILIES

A new post: family evacuation officer

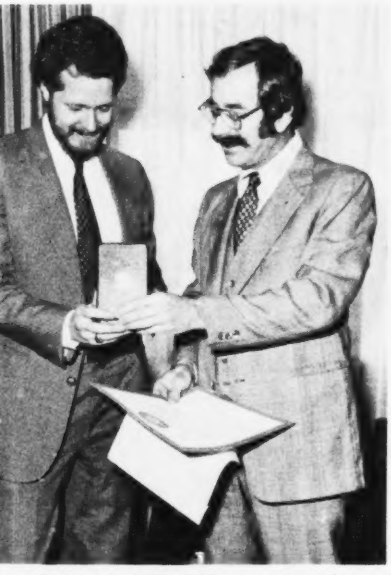
Ginny Taylor is the Department's first family evacuation liaison officer, a new position in the Family Liaison Office created to assist evacuees and separated family members of employees abroad.

Ms. Taylor

"I plan to be an 'ear for problems' and the person to do the legwork for family members who are not in Washington," said Ms. Taylor, who was evacuated from Tehran in December 1978. "They feel so much better knowing their families are being attended to here," she said.

Ms. Taylor, who accompanied her husband, Foreign Service officer Clyde D. Taylor, to several posts, was a teacher in the Washington area, and in Panama, San Salvador and Tehran. Since November 4, she has been working with the Iran Working Group, where she also assisted during the crisis of February 1979. □

NAIROBI, Kenya—Ambassador *Wilbert J. Le Mille* presents certificate of appreciation to Nairobi's first family liaison officer, *Joan Williamson*, upon completion of her first year. □


AFRICAN AFFAIRS—Assistant Secretary *Richard M. Moose* presents Meritorious Honor Award to *Mark C. Eaton*, left, for his performance as country officer for Niger, Chad and Upper Volta—and especially for his role in the evacuation of U.S. citizens from Chad in February 1979. □

Cook/Bearer

He cooks, he says,
And bears too, nothing less.
Bread and cake,
Soups and crepes;
Leaving no housekeeping mess.

Fried chicken is no bother,
The capon, he'll pot 'her'.
The dried beans, he'll pressure
steam,
And cook the peas dry with cream,
Then serve it all with cold butter.

The clean clothes will be put away,
You'll find them in a week and a day.
He'll save on soap,
Using not a mote;
And who uses hot water, anyway?

The fruit and vegetables will soak,
For at least five minutes, you note;
Then into your salad,
Whilst you go pallid
And hope not to croak.

The pantries are well-stocked,
(And Security says "better be
locked").
The key well hidden,
'Til supplies are bidden,
And from memory, its whereabouts is
blocked.

Ah but wait, there's hope!
No need to mope,
Brush frustration aside,
Smile inside,
Tomorrow you'll cope.

The chicken will be fried,
In cornmeal, have you tried?
Or a lump with gravy,
You can learn to "saavy",
Enjoying it all while having
your cry.

—Mona Poe
Berlin ■

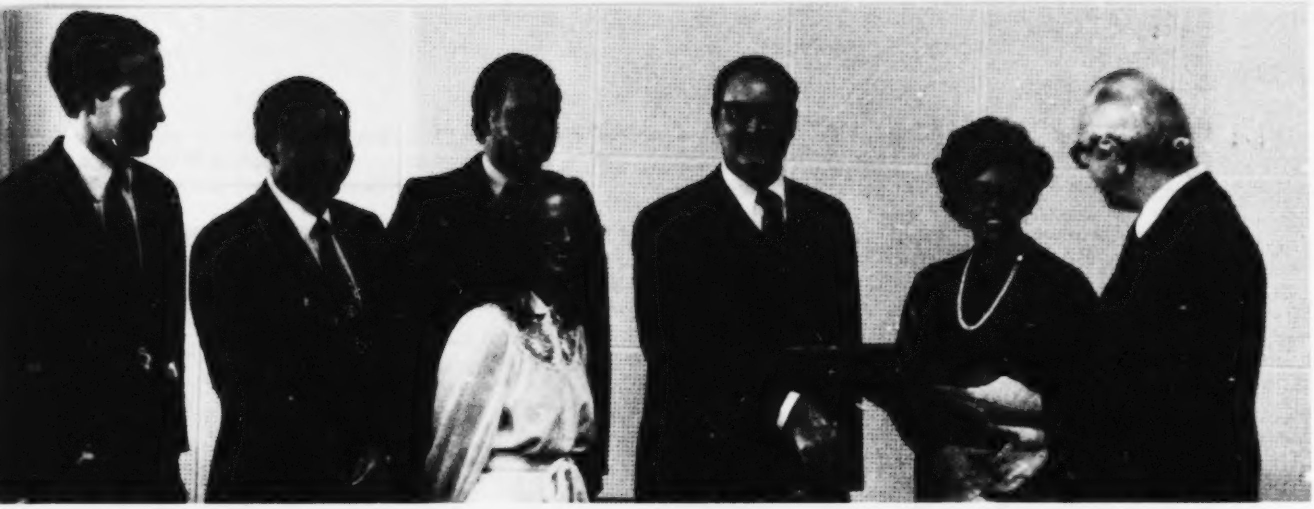
HONORS AND AWARDS

NIAMEY, Niger—Ambassador *James K. Bishop*, left, presents safe-driving award to *Boulama Mai-Moussa*. *Kenneth Parent*, acting director of the Joint Administrative Office, is in center. □

JERUSALEM—Political officer *Edmund Hull*, center, receives Meritorious Honor Award from deputy principal officer *Donald A. Kruse*. At right is *Mrs. Hull*. □

SANTO DOMINGO—Ambassador *Robert L. Yost*, right, presents Meritorious Honor Award and $500 check to *Monica de Heyaime*, embassy receptionist. On left is her husband, *Luis Miguel Heyaime*. □

MADRID—Deputy chief of mission *Robert Barbour*, left, receives 30-year award from Ambassador *Terence A. Todman*. □



BERN—The commercial section receives Meritorious Honor Award from Ambassador *Richard D. Vine*, right. From left are: *Michael T. Barry*, assistant commercial attache; *Paul Wettstein* and *Werner Wiedmer*, commercial specialists; *Barbara Leggett*, commercial secretary; *Kurt F. Gross*, commercial attache; *Elsbeth Altmann*, administrative assistant. Absent: Daniel Schaubacher, commercial specialist. ☐

MONTEVIDEO, Uruguay—Commercial attache *Dale V. Slaght*, second from left, receives Meritorious Honor Award from Ambassador *Lyle F. Lane* for his work at trade fair. Mr. Slaght's staff members are, from right, *Gordon F. Little*, *Omar Ottonello* and *Sylvia Vignoles*. ☐

INTER-AMERICAN AFFAIRS— Assistant Secretary *William G. Bowdler* presents Col. *Stuart M. Quigg* the Defense Superior Service Medal. Col. Quigg retired after five years as politico-military adviser to the bureau. *(Photo by Glenn E. Hall, Visual Services)* ☐

HONG KONG— At awards ceremony are *Doris Kreuser*; *Ed Kreuser*, chief of consular section and recipient of the Superior Honor Award, and consul general *Thomas P. Shoesmith*, right. ■

PERSONNEL: Foreign Service

KHARTOUM—Ambassador *Donald C. Bergus* congratulates member of Sudanese Society for Rehabilitation of the Handicapped, during presentation of wheelchairs to the society by the International Women's Voluntary Group. Society president *Ibrahim Ali Gad* is in center. ☐

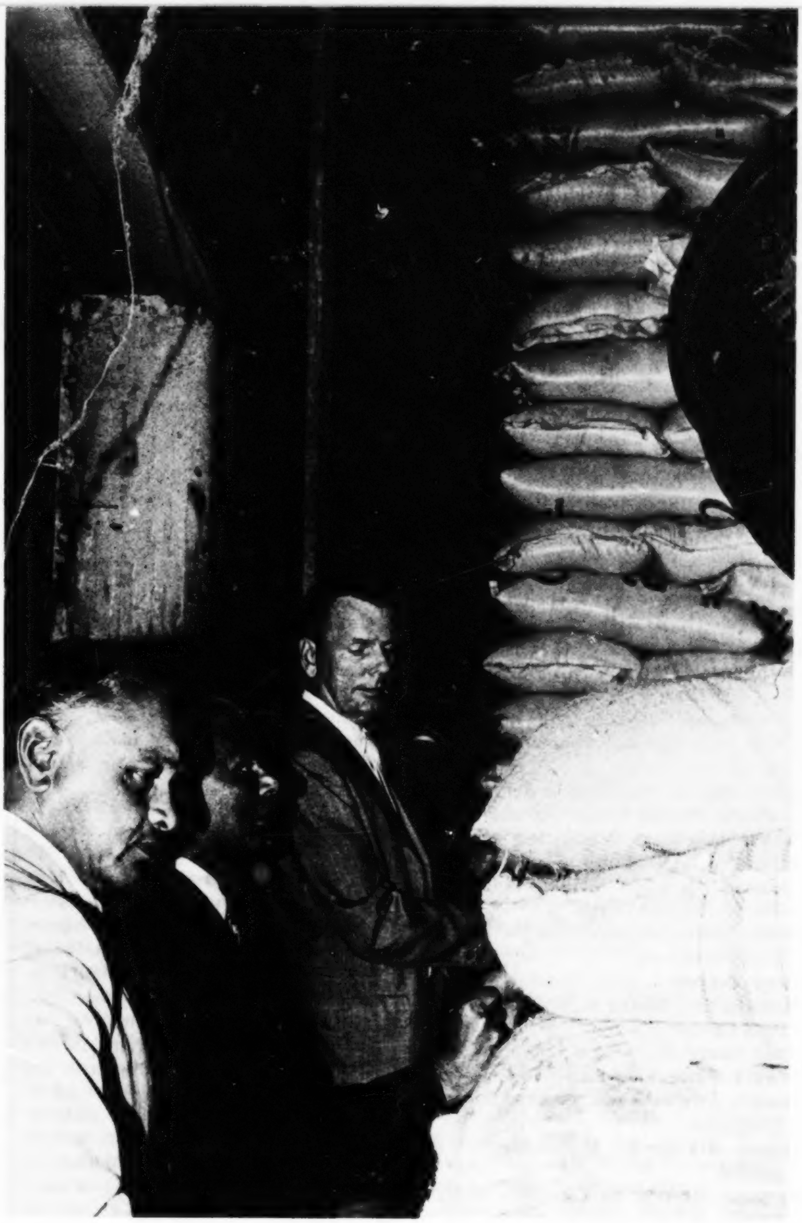
NEW APPOINTMENTS

- **Adams Jr., E. Avery,** Bureau of Personnel, Board of Examiners for the Foreign Service
- **Allen, Francis Olcott,** Classification and Declassification Center
- **Blair, Maria Cristina,** Monterrey
- **Blount, Mary Ann,** Mexico
- **Bull, Jeanne F.,** Office of Chief of Protocol
- **Buss, Nancy R.,** Port-au-Prince
- **Chiancone, Joseph J.,** Monterrey
- **Davis, Sandra Kay,** Mexico
- **Dexter, John B.,** Classification and Declassification Center
- **Edwards, Bennie Lee,** Kingston
- **Flesher, Maria Fominaya,** Asuncion
- **Fuentes-Ramos, Marcelino,** Madrid
- **Galloway, William J.,** Office of Under Secretary for Management
- **Jenning, William F.,** Addis Ababa
- **Johnson, Rodney Charles,** Medical Services
- **Kenney, Mary M.,** Ankara
- **Knight, Kenneth H.,** San Jose
- **Kostrab, June A.,** Singapore
- **Krohn, Henry C.,** Office of Security, Investigations Division
- **Larios, Martin S.,** Accra
- **Leacacos, Vella C.,** European Affairs
- **McIntyre, Stuart H.,** Classification/Declassification Center
- **Nowak-Dalsimer, Marilyn,** Kinshasa
- **Orr, Maria Teresa,** Kingston
- **Patenaude, Richard A.,** Office of Chief of Protocol
- **Pinch, Anita P.,** Brasilia
- **Rand, Sidney Anders,** Oslo
- **Runge, Carolyn Ann,** Rio de Janeiro
- **Segars, Elizabeth N.,** Kingston
- **Shubat Wall, Deborah D.,** Nassau
- **Smith, Don Cameron Jr,** Lima
- **Stermer, C. Lester,** Classification/Declassification Center
- **Taylor, Larry W.,** Manila
- **Tragen, Irving G.,** U.S. Mission to Organization of American States
- **Veasey, Marjorie E.,** Casablanca
- **Wald, Royal J.,** Classification/Declassification Center

TRANSFERS

- **Aldridge, Isaiah Melvin,** Kingston to Mexico
- **Anderson, Donald M.,** China and Mongolia Affairs to Shanghai
- **Atcherson, Larry H.,** International Organization Affairs, Office of International Conferences to Port Louis
- **Atterbury, Doris S.,** European Affairs to Rome
- **Ball, Perry Edwin,** Mexico to Asuncion
- **Barnhart, Marcella J.,** Japan to Montreal
- **Barreyro, Hector P.,** Inter-American Affairs to Brasilia
- **Berges, Beverly Jean,** Beirut to The Hague

Biddick, Thomas V., East Asian and Pacific Affairs to Shanghai
Blaney, John William, Treasury Department to Lusaka
Briggs, Jack C., Moscow to New Delhi
Brown, Roger L., Abidjan to Monrovia
Bruce, Peter C., Junior Officer Corps to Matamoros
Buckler, Steven Robert, Benin to Ndjamena
Burba, Marie L., Agency for International Development to Caracas
Butkus, Lois A., Philippines to East Asian and Pacific Affairs
Carden, Noah S., Islamabad to Madrid
Carter, Walter Leon, Human Rights and Humanitarian Affairs to Geneva
Cashwell, Wayne F., Thailand to Office of Communications, Programs and Engineering Division
Christensen, David P.N. Reykjavik to Canberra
Coffman, Steven P., Oran to Melbourne
Collins, Bernhard B., Office of Security, Washington Field Office to Nairobi
Collins, Mary C., Jidda to Caracas
Colwell, William A., New Zealand to Buenos Aires
Cronin, A. Patricia, Turkey to Victoria Mahe
Crowe, James M., Cairo to Office of Security, Washington Field Office
Dean Jr., Philip Dale, Egypt to Kuwait
Derrick, Steven M., Kabul to Karachi
Dodd, James P., Oslo to European Affairs
Doig, Marvin T., Germany to Hong Kong
Dorris, Carl E., Jakarta to Rangoon
Eckman, Vicki C., San'a to Bridgetown
Enders, Thomas O., European Affairs to Brussels
Engelbrecht Jr., Henry A., Near East and South Asian Affairs, Office of Regional Affairs to Hong Kong
Fessler, Margaret L., Damascus to London
Filakovsky, John F., Bonn to Berlin
Foster, Homer P., Australia to Baghdad
Fried, Daniel, Garmisch to Leningrad
Glaspie, April C., London to U.S. Mission to UN
Gordon, James K., Canada to Montevideo
Grant, Henry R., Office of Operations, Supply and Transportation Division to London
Grossman, Andrew, Tehran to London
Harrington, Dennis Patrick, Mexico to Barcelona
Havlovick, Victor H., Foreign Service Institute to Prague
Hermann, Richard Charles, Cebu to Kinshasa
Hinton, Deane R., European Affairs to Economic and Business Affairs
Hofmeister, Ruth G., Ivory Coast to Berlin
Hogan, Michael J., Philippines to Consular Affairs



PORT LOUIS, Mauritius—Supply director *Jacques Auleebux*, Commerce and Industry Minister *Basant Rai*, and charge d'affaires *Thomas J. Burke* examine shipment of rice. □

Howard, Richard B., San Salvador to Inter-American Affairs
Hunt, Janice E., Caracas to Sofia
Jeffrey, James Franklin, Tunis to Sofia
Johnson, Barbara M., Port-of-Spain to Fort-de-France
Johnson, Lillian J., Kinshasa to Office of Security
Johnston, Laurie A., Baghdad to Oporto
Jones, Ralph T., Australia to Foreign Service Institute
Jordan, Dan J., Lagos to Bureau of Personnel, Office of Employee Relations
Kaiser, Philip M., Budapest to Vienna
Keating, Kathleen, Gabon to Paris
Kovich, Michael J., Moscow to Guatemala
Lange, Leonard J., Bureau of Personnel to Kinshasa
Leggett, Richard Lee, Madras to Lisbon
Lien, Thomas H., The Hague to Prague
Lineburger, Edward C., Information Systems Office to Leningrad
Luketich, Dorothy A., New Delhi to Nairobi
MacDougall, John D., Addis Ababa to Kaduna
Main, Ronald L., Foreign Service Institute to Bucharest
Maresca, John J., Paris to European Affairs, Western European Division
Martin, Myra A., East Asian and Pacific Affairs to Jakarta

Maybarduk, Gary H., Mexico to Managua
McCall, Louis A., West African Affairs to Brisbane
McClain, Anita F., Bureau of Personnel, Office of Employee Relations to Accra
McConnell, Kevin Timothy, Guayaquil to Cebu
McCumber, George L., Paris to Kuwait
Mills, Hawthorne Q., Athens to Kabul
Millspaugh, Patricia M., Inter-American Affairs to San Salvador
Millspaugh, Robert A., Prague to San Salvador
Milovanovic, Gillian A., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs to Sydney
Morritz, Robin Jan, Junior Officer Corps to Tegucigalpa
Moyle, Joseph W., Special Domestic Assignment Program to Tripoli
Mukai, Tom, Lagos to Santiago
Murphy, Jane C., London to Buenos Aires
Nagy Jr., Tibor P., Bureau of Personnel, Management Office to Lusaka
O'Connell, Sheila-Kaye, India to Colombo
Olson, Donna Rae, Berlin to Zurich
Oslowski, Ronald S., Canberra to Lagos
Pack, Vickie Huss, Brasilia to Kinshasa
Palmer Jr., Stephen E., Geneva to Human Rights and Humanitarian Affairs, Office of Human Rights
Parker, Sarah Virginia, European Affairs to Johannesburg
Pates, Bonnie J., Ivory Coast to Nairobi
Pendergrass, Dewey R., Beirut to Operations Center
Pipal, Suella, Martinique to Abidjan
Powers, Patricia, La Paz to Frankfurt
Powers, Phyllis Marie, Medical Services to Moscow
Pruett, Steven R., Muscat to Rio de Janeiro
Ramage, Donald F., Canberra to East Asian and Pacific Affairs
Reissman, Lillian R., Ankara to Kingston
Roland, Chandler P., Belgium to Special Domestic Assignment Program
Rooney, William F., Ecuador to Managua
Rufener, Joan Marie, France to Berlin
Ryan, Mary K., Belgium to Port Louis
Sampson, Mary Eustace, Lagos to San Jose
Sanders-Chick, Kathryn, Tangiers to Near East and South Asian Affairs
Sargent, William P., Saudi Arabia to Stockholm
Savage, Eleanor Wallace, Mexico to Special Domestic Assignments Program
Schenk, Mary L., Kiev to Bucharest
Schultz, Leroy R., Bangkok to Frankfurt
Shaw, Charles W., Buenos Aires to Managua
Sher, Virginia, Sao Paulo to Foreign Service Institute
Simpson, Susanne, Kabul to Valletta
Smith Jr., George R., Guatemala to Dusseldorf
Smith, Jerry L., Mexico to Bureau of Personnel, Office of Performance Evaluation
Smith, Monica M., Lima to Paris
Spain, James W., African Affairs to Ankara
Sparks, Linwood F., Liberia to Mogadishu
Stadtler, Walter E., London to Bonn
Stanback, Barbara, Managua to South African Affairs
Stanley Jr., Clifton C., Australia to Mexico
Sturgeon, George S., Office of Communications, Programs and Engineering Division to Manama
Tanequoot, Sue D., Office of Under Secretary for Management to Tel Aviv
Taylor, Richard L., Moscow to Colombo
Tebo Jr., Robert W., Athens to Office of Communications
Tierney, Richard J., Foreign Service Institute to Freetown
Turner, John L., Mexico to Bureau of Administration

Meritorious service

The following employees have been awarded meritorious service increases: GISELA MARCUSE, Bureau of Administration, Language Services; JAMES F. RYAN, DONALD R. HALL, JOSEPH A. CECIL, Office of Communications, Programs and Engineering Division; PAUL K. PROPST, Foreign Service Institute; JOHN J. LEE, Foreign Affairs Document and Reference Center, Publications and Reproduction Division; VINCENT C. McDONALD, ISABEL J. JOHNSTONE, KEVIN P. O'NEIL, WILLIAM K. ELDERFAUM, HERBERT H. MARKLE, Office of Security; CARL E. TAYLOR, MARGARET H. PASCOE, HENRY R. COHEN, JOAN M. LEE, Public Affairs; NEIL C. RUDD, Foreign Affairs Document and Reference Center; ALEXANDER R. VERSHBOW, Politico-Military Affairs; ANITA McCLAIN, Bureau of Personnel; JOSEPH C. KRAMER, SUZANNE MICHALO, Intelligence and Research; ESTHER KOUNTHAL, MARILYN SCHIELE, International Organization Affairs; FRANK P. IRWIN, Pouch and Courier Operations; ELIZABETH A. SHER, U.S. Mission to UN; HELEN WILLIAMS, ARNITA D. VATES, Medical Services; CHARLES BLUM, DAVID C. PIERCE, Economic and Business Affairs; LINDA M. WAUCHOPE, Consular Affairs; RICKEY J.C. REED, Communications Center; ADELINE D. BENCSIK, Office of Legal Adviser.□

Vivian, Deidre A., Damascus to Geneva
Vogel, Frederick J., Junior Officer Corps to London
Wadleigh, Susan R., Cairo to Berlin
Welter, Daniel R., Inter-American Affairs, Central American office to Paris
Weston, Stephanie A., Cali to Sao Paulo
Wiley, James F., Tehran to Rome
Williams, Edward L., Economic and Business Affairs to London
Woodall, Jean M., Islamabad to Colombo
Worthen, Patricia L., Islamabad to Near Eastern and South Asian Affairs
Yano, Helen M., Jidda to Near Eastern and South Asian Affairs
Zukauskas, Rita A., Communications Center to London

RESIGNATIONS

Brendgard, Donald E., Pretoria
Brookens II, Benoit Otis, International Organization Affairs, Commission for UNESCO
Cook, William J., Passport Office, New York
Currier, Charles Gilman, East Asian and Pacific Affairs
Czlok, Sharon Kay, Office of Legal Adviser, Office of Adviser for Oceans, Environment and Scientific Affairs
Davies, Alice W., Beijing
Flesher, Maria Fominaya, Asuncion
Gabor, Anne-Marie, Tripoli
Geaneas, Paul Z., Office of Security, Investigations Division
Gentry, Richard L., Junior Officer Corps
Hernandez, Ginger L., Guadalajara
Jackson, Linda G., Santiago
Latham, Beverly P., Managua
Lucey, Patrick J., Mexico
Mullin Jr., William P., Office of Security, Investigations Division
Murphy, Irene Emily, Panama
Neitz, Marilyn K., Paraguay
Rodriguez, Elisa, Panama
Rosinski, Cynthia L., Managua
Sanderson, Patricia L., Port-of-Spain
Smith, Reta Jane, San Salvador
Thurmond, Etta L., Bucharest
Yanagida, Joy A. Office of Legal Adviser

RETIREMENTS

Adams Jr., E. Avery, Bureau of Personnel, Board of Examiners for the Foreign Service
Allen, Glenn I., Office of Security, Washington Field Office
Allen, Robert B., U.S. Mission to UN
Anagan, Cleo, Near Eastern and South Asian Affairs
Barry, Katherine E., Toronto
Bishton, Robert A., Guayaquil
Brown, Emerson M., Intelligence and Research, Office of Deputy Director for Coordination

BEIRUT, Lebanon—At reunion of retired Foreign Service national employees are, first row, from left: *Mahmoud Fayoumi*, *Jacob Abadjian*, Mrs. *Jacob Abadjian*, Mrs. *Serop Antounian*, *Serop Antounian*, *Elias Jabbour*, *Mansour Azouri*, *Ramza Kozma*, *Lisa Katmaria*, *Toufic Kazhaya*, Mrs. *Edmond Khabbaz*, *Edmond Khabbaz*. Second row: *Michel Bekhash*, *Hanna Ayoub*, Mrs. *Hanna Ayoub*, *Fouad Abi-Habib*, *Leon Kasparian*, Mrs. *Mary Metni*, *Salim Nasser*, *Elvira Jureidini*, Mrs. *Vivian Maalouf*, Mrs. *John Gunther Dean*, *George Azouri*. **Third row:** *Hovsep Tchamourlian*, *Nazih Juraydini*, *Joseph Karam*, *Elias Kawar*, *Gabriel Akar*, *Lucien Kinsolving* **(deputy chief of mission),** *Suleiman Mehsen*, *Eva Haddad*, **Ambassador** *John Gunther Dean*, *Najeeb Chalhoub*, *Agop Kalousdian*, *Toufic Hitti*. □

Capps, F. Herbert, Intelligence and Research, Office of Research and Analysis for Western Europe
Cardoso, Mary P., Berlin
Costello, Margaret C., European Affairs
Crawford, Morris H., Oceans and International Environmental and Scientific Affairs, Cooperative Science and Technology Programs Office
Cronin, Robert P., Office of Security, Washington Field Office
Daymont, Henry P., Pouch and Courier Operations Division
Dennis John M., Classification and Declassification Center
Geigan, Louise Frances, U.S. Mission to Organization of American States
Glynn, Ellis V., Bogota
Good, Dale E., Office of Coordinator of International Labor Affairs
Goodwin Jr., Arthur E., Intelligence and Research, Office of Executive Director
Habib, Philip C., Senior Adviser to the Secretary
Hamrick Jr., Samuel J., African Affairs
Heater, Russell C., Paris
Hurst, William H., Frankfurt
Johnson, Richard E., Inter-American Affairs
Leroy, Robert L., Information Systems Office, Systems Design and Programming Division
Lichtblau, George E., Near Eastern and South Asian Affairs, Office of Regional Affairs
Lukso, Margaret A., Brussels
MacDonald, Stewart W., San Salvador

Manzano, Maria R., Medical Services
McCabe, David H., Bureau of Administration, Office of Security
McCarvey, Virginia R., Sofia
McMullin, Mary E., Visa Office
Michaud, Dennis A., Near Eastern and South Asian Affairs
Mulcahy, Edward W., Inter-Governmental Assignment
Nethercut, Richard D., Intelligence and Research
Newell, Barbara W., Paris
Popple, Paul Monroe, Melbourne
Prentice, Colgate S., Public Affairs
Pruitt, Curtis H., Bureau of Administration
Robinson, Charles W., Consular Affairs
Ruchti, James R., Bureau of Personnel
Schweinhaut, Dorothy F., Passport Office
Shearer, Wilma M., Foreign Buildings Office
Shepherd, Carl G., Visa Office
Smith, Philip Meade, Malta
Sodersten, Z. Kathryn, Mexico
Stermer, C. Lester, Bureau of Personnel
Swedenburg, Wayne A., Lagos
Sweeney, James J., Office of Security
Sweeney, Rita T., African Affairs
Terranova Jr., Joseph, Foreign Service Institute
Terry, Frank G., Office of Security, Los Angeles Field Office
Tilton, Doris F., Valletta
Tragen, Irving G., U.S. Mission to the Organization of American States
Wagner, Geraldine N., Consular Affairs
White Jr., Ray E., African Affairs
Williamson, Doris S., Public Affairs, Office of Public Programs □

Reappointment confirmed

The Senate last month confirmed the reappointment of Garrett Courtney Burke as a Foreign Service officer of Class 2, a consular officer and a secretary in the diplomatic service. The reappointment was effective as of March 22, 1979. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-14

Linda Adriene Baumann, Office of Legal Adviser, European Affairs.

GS-12

Stanley John Klem, Office of Operations, Foreign Affairs Information Management Division; **Geraldine R. LePage,** African Affairs, Public Affairs Staff; **Judith Rush Ryan,** Near East and South Asian Affairs; **Joseph M. Tolson,** Foreign Affairs Data Processing Center.

GS-11

Charles S. Cunningham and **Kathleen Doyle,** Office of Operations, Foreign Affairs Information Management Division.

GS-10

Peggy M. Hitt, Office of Under Secretary for Management; **Billie A. Wilds,** Medical Services.

GS-9

Catherine Deleo, Medical Services; **Joyce Y. Fowler,** Passport Office; **Sharon K. Orange,** Bureau of Administration, Personnel Management Division; **Patricia Anne Stevens,** East Asian and Pacific Affairs; **Debra L. Stogdale,** Intelligence and Research, Strategic Forces Division.

GG-9

Carolyn V. Carson, U.S. Mission to UN.

GS-8

Charlotte E. Dudley, Office of Operations; **Darlyce M. Eley,** Office of Legal Adviser, Treaty Affairs Division.

GS-7

Alfred Abram and **Diana Joyce Weston,** Passport Office; **Barbara Jean Beach** and **Sharon Jane Clearly,** Oceans and International Environmental and Scientific Affairs; **Carolyn Anne Croak, Jeanne M. Giamporcaro** and **Kathleen G. Siljegovic,** Office of Operations, Foreign Affairs Information Management Division; **Janice F. Glesey,** Politico-Military Affairs; **Patricia A. Dewan,** Office of Under Secretary for Management; **Lorraine R. Grant,** Office of Legal Adviser, UN Affairs; **Robin L. Hartle,** Human Rights and Humanitarian Affairs, Human Rights Division; **Patsy J. Patten,** Economic and Business Affairs, Aviation Programs and Policy Division.

GS-6

Steven A. Bost, Office of Comptroller, Finance Office; **Pauline A. Hawkins,** Politico-Military Affairs; **Julie A. Nickles,** International Organization Affairs, Development and Humanitarian Programs Division; **Sarah P. Storey,** Passport Office; **Scarlett Merle Swan,** Operations Center; **Julie Margaret Wilhelm,** Foreign Service Institute.

GS-5

Darnella Stevens Good and **Mary P. Nolan,** Passport Office; **Teresa Edith Limpouch,** Office of Operations, Facilities Management and Administrative Services; **Racheal L. Mason,** Medical Services; **Diana A. McCaffrey,** Bureau of Personnel, Management Office; **Ethiel M. Newkirk,** Caribbean Affairs; **Rose M. Strahsmeier,** Central American Affairs; **Lee R. Stevens,** Oceans and International Environmental and Scientific Affairs; Office of Marine Science and Technology; **Anna Laura Weygand,** Foreign Service Institute; **Reginald C. Zackery,** Foreign Affairs Data Processing Center.

GS-4

Patricia M. Birmele, Eva M. Brumfield, and **Muriel M. Cooper,** Passport Office; **Karne G. Crockett,** Office of Security, Records Services Division; **Jesse Dobbs,** Office of Under Secretary for Management; **Terra E. Faucett,** Operations Center.

GS-3

Tammy Ann Cox, Economic and Business Affairs, International Finance and Development Division; **Joyce Eileen Manning,** Economic and Business Affairs, Commodity Policy Division.

NEW APPOINTMENTS

Austin, Henrietta C., Inter-American Affairs, Panama Office
Beale, Pamela M., Administrative and Clerical Pool
Bernard, Edith Helene, Foreign Service Institute
Browne, Linda A., Passport Office
Burr, Jewett Millard, Intelligence and Research, Office of the Geographer
Caines, Sonia G., Passport Office
Capps, F. Herbert, Intelligence and Research, Office of Research and Analysis for Western Europe
Carpenter, Sherby J., Passport Office
Carstensen, Barbara L., Passport Office, Los Angeles
Cassels, Georgene S., Office of Security, Command Center
Cham, Patricia, Passport Office, New York
Chang, Vivian Sau-Woon, Office of Operations
Connors, Brenda L., Operations Center
Cousar, Nathea B., Administrative and Clerical Pool
Davis, De Angeles, Passport Office
Dawson, Christine L., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
De Vaughn, Eva M., Foreign Service Institute
Escue, Rose I., Passport Office, San Francisco
Evans, Melanie R., Administrative and Clerical Pool
Fish, Catherine F., Bureau of Personnel, Office of Management
Geigan, Louise Frances, U.S. Mission to Organization of American States
Grant, James C., Office of Historian
Gray, Pamela J., Office of Security, Foreign Operations Division
Graziano, Virginia Joan, Foreign Service Institute
Green, Josephine C., Administrative and Clerical Pool
Gregory, Ellen M., Passport Office
Guerra, Estella Garcia, Office of Chief of Protocol
Hart, Jeffrey A., President's Commission for a National Agenda for the '80s
Hermosisima, Steve, Passport Office, Los Angeles
Hodel, Olga, Refugee Programs
Houston, Judith Ann, European Affairs, Soviet Affairs Office
Johnson, Nobuko M., Foreign Service Institute
Jones, Debbie Ann, International Joint Commission
Jovancevic, Vera S., Foreign Service Institute
Kapelina, Teodora, Foreign Service Institute
Kawamoto, Sayoko O., Foreign Service Institute
Killam, Donna K., Passport Office
Kirkland, Terri J., Administrative and Clerical Pool
Knox, Maryalice E., Passport Office
Kumatoriya, Tetsuo, Foreign Service Institute
Landry, Brandee Kaye, Passport Office, Los Angeles
Layon, Linda P., Passport Office, Los Angeles
Lepusic, Milan, Foreign Service Institute

Mann, Elsie N., Office of Comptroller, Finance Office

Marantz, Lois Ann, Foreign Service Institute

Marckwardt, Rudolph M., Passport Office, Los Angeles

Martin, Kathryn A., Administrative and Clerical Pool

Martin, Ralph Drury, Office of Legal Adviser, UN Affairs

Mattox, Robert W., Administrative and Clerical Pool

McLain, Kerstin J., Administrative and Clerical Pool

Mednikoff, Posalie J., Passport Office

Miyamoto, Sayori L., Passport Office, San Francisco

Monroe, Lovier R., Passport Office

Ortiz, Hilda, Passport Office, Los Angeles

Oshima, Wayne A., Administrative and Clerical Pool

Pfeiffer, Setsuko, Foreign Service Institute

Riesenfeld, Stefan Albrech, Office of Legal Adviser

Roaney, Maria A., Passport Office, Los Angeles

Rudd, Marie-Franceline, Foreign Service Institute

Saven, Mary, Passport Office

Sexton, Cynthia Jeanine, Passport Office, Los Angeles

Smith, Earlina G., Office of Comptroller, Finance Office

Sweeney, Rita T., African Affairs

Takahashi, Mari, Foreign Service Institute

Trice, Beverly M., Passport Office, Chicago

Trottier, Paul J., Administrative and Clerical Pool

Waters, Eleanor V., Passport Office, Los Angeles

Westley, Hilarie A., Administrative and Clerical Pool

Wilson, Peter Arnold, Policy Planning Staff

REASSIGNMENTS

Ballard, Barbara J., Economic and Business Affairs, Textiles Division to Office of Overseas Schools

Federing, Eric K., Bureau of Personnel, Management Office to Human Rights and Humanitarian Affairs

Hampton, Josetta Marshall, Intelligence and Research, Research Division to Foreign Service Institute

Hanson, Ann R., Office of Operations to Public Affairs, Office of Public Communication

Haugabrook, Tonya V., Administrative and Clerical Pool to Office of Security

Manago, Diane E., Office of Under Secretary for Management to International Organization Affairs

Moore, Rebecca A., Administrative and Clerical Pool to Northeast European Affairs

Murrell, Lena G., Intelligence and Research, Commodity and Developing Country Division to Office of Operations Management

Smith, Reginald T., Pouch and Courier Operations Division to Consular Affairs

RESIGNATIONS

Albee, Christine Linda, Passport Office

Atwood, James R., Office of Legal Adviser

Austin, James R., Information Systems Office, Systems Design and Programming Division

Bader, Mary Ann, Public Affairs, Press Office

Bibbs, Ida Lee, Classification/Declassification Center

Brodesser, Ellen D., Passport Office

Cannady, Cynthia Caren, Office of Legal Adviser, African Affairs

Chapman, Dagmar Gerda, Foreign Service Institute

High quality increases

The following Department employees have been awarded high quality increases recently:

OLGA C. CUMBERLAND, Politico-Military Affairs; RUSSEL B. BOOZER, WANDA L. THOMASON, JOY R. CROSSER, GARCZYNSKI CASIMIRL, ALLENA SHEILA, DOROTHY J. HARTLAND, DOROTHY GLOVER, BARBARA BOHNSACK, ANGELA E. WHITE, Bureau of Personnel; HENRY T. MILLER, U.S. Mission to the UN; CHARLES WILLIAMS, JUDITH I. MARVIN, Executive Secretariat; BETTY J. FOUNTAIN, LEE HENDERSON, Inter-American Affairs; KATHLEEN STEMPLINSKI, DENISE A. DEMARTINO, CAROL CARPENTER, ANNIE R. BROWN, LILLIAN SIV PALCIC, MARTHA ANN GRAVES WRIGHT, International Organization Affairs; VERA J. McDONALD, JOANNE C. CHRISTIAN, HELEN L. LAW, THOMAS H. MAYR, TERESA D. HOBGOOD, DELORES A. MILLES, LINDA B. PERKINS, JEANY J. FOO, SHARON BROWN, LORRAINE LEWIS, MARJORIE P. BROWN, JUDY F. CARR, BELINDA T. COLEMAN, MARJORIE RUSSEL, Consular Affairs; PATRICIA BIGLER, CHERYL D. EASLEY, PATRICIA STEVENS, SHERYL R. ADAMS, VANESSA C. BROOKS, MARGARET A. HORN, Bureau of Administration; ESTHER JANIE WARZYWAK, BARBARA ANN JENKINS, MARSHA F. RIERSGARD, MELINDA K. JAQUISS, FRANKLIN D. GARCIA, BARBARA JEAN BEACH, ROOSEVELT WILSON JR., LEONARD L. GRAVETT, Oceans and International Environmental and Scientific Affairs; KATHLEEN STOJAKOVICH, FRAVEL E. WHARTON, BILLIE A. WILDS, WILLIE G. WOOTEN, GLORIA T. PHOENIX, MARY C. NICHOLAS, OLIVIA H. WATSON, ESTELLA E. WEBSTER, YONAND E. SHORB and ERNEST E. HIVELY JR., Medical Services; SHARON E. BLACK, OLIVETTE M. HAWKINS, CATHERINE MC COY, Near East and South Asian Affairs; JULIA R. STEELE, MARY E. STROMAN, LYNN K. FLIAKAS, GWENDOLYN SIMPSON, JAMES L. BARBOUR JR., and JUDY CALL WENK, Public Affairs; VIRGINIA BATTE, CLAUDIA I. REPPERT, MILDRED ENGRAM, Economic and Business Affairs; MARION M. LEWIS, JUNE E. CALLAHAN, Foreign Service Institute; DOLORES B. COLBERT, LIYDIA W. TINGLE, LEIGH TURPIN, EDWIN McGOWEN, Foreign Affairs Document and Reference Center; TANYEL V. BLAKENEY, STEPHEN G. RULESZA, MICHELE ROBINSON, ROSE E. THOMAS, ELIZABETH HERRING, THOMAS E. DUNCAN, Pouch and Courier Operations; ALTHEA W. ROBINSON, MARY J. REYNOLDS, Office of Legal Adviser; INEZ PROCTOR, Information Systems Office; GEORGE HOUSTON JR., HARRY L. LAWRY, ERIC HUGHES, CLARENCE L. SMITH JR., ROYE McCABE, JOSEPH J. FAGAN, EIDEN R. RUSSELL, ROBERT J. CATLIN, DONALD D. DENAULT, Communications Center; ROBIN L. HARTLE, Human Rights and Humanitarian Affairs; EARNESTINE BARNES, EMMA PRINGLE, BARBARA MILLER, ERROL S. TABASKY, Passport Office; JOAN P. YOUNG, MARCELLA HEMBRY, CYNTHIA S. DEARING, East Asian and Pacific Affairs; IRA B. DIXON, MARY D. SIMPSON, GEORGE HOLMES III, STEVE R. TRYLY, Foreign Affairs Data Processing Center; ROSALIE M. DANGELO, Office of the Secretary, Information Management Section; LANNIE M. PRINCE, Office of Equal Employment Opportunity; ROBERT E. KAISER, ANNE T. STINSON, ARUTHUR R. YOUNG, Office of Operations, Audio-Visual Services Division; EVELYN B. KEETER, MARGARET A. HORN, JEANNE M. SAWKA, Office of Security; JANET IBRISIMOVIC, Office of the Comptroller, Finance Office. ☐

D'Agostino, Janet A., Passport Office
Dees, Philip R., Inter-American Affairs
Dorsey, Gloria Jean, Passport Office
Dowell, Jeannie M., Passport Office, Chicago
Dymond, Kenneth M., Information Systems Office, Foreign Affairs Data Processing Center
Dyson, Dereck L., Consular Affairs, Overseas Citizens Services
Evers, Stephanie D., Bureau of Personnel, Management Office
Gillan, Nancy H., Office of Comptroller, Finance Office
Hixson, June E., Passport Office
Hopkins, William G., Pouch and Courier Operations Division
Hough, James L., Information Systems Office, Foreign Affairs Data Processing Center
Johnson, Dana J., Office of Historian
Jones, Marion I., Passport Office, Chicago
Lehner Jr., George A., Legal Adviser, Economic and Business Affairs
Martin, Susan Elizabeth, Executive Secretariat
Nazzaro, Sandra L., Passport Office, Los Angeles
Sale, Victoria L., Office of Operations
Schaffer, Virginia, Passport Office, Los Angeles
Scott, Alta M., Passport Office
Simmons, Cheryl Elizabeth, Passport Office
Starks, Diane, Passport Office
Vass, Saundra, Passport Office, New York
Waldron, Eileen S., Passport Office
Zebrowski, Reine F., European Affairs, Atlantic and Politico-Military Affairs

RETIREMENTS

Arena, Marie R., Foreign Service Institute
Barry, Mary R., Consular Affairs, Overseas Citizens Services, Europe
Cangelosi, Joseph S., U.S. Mission to UN
Freer, Eunice M., Passport Office
Joyner, Joseph O., Office of Security, Investigations Division
Moran, Charles V., Foreign Buildings Office, Interior Design and Furnishings Branch
Packman, Martin, Intelligence and Research
Phillips, Ruth H., Economic and Business Affairs
Springsteen Jr., George S., Foreign Service Institute
Thompson, Robert E., Office of Comptroller, Finance Office
Wilson, Frances M., Economic and Business Affairs ☐

Answers to quiz

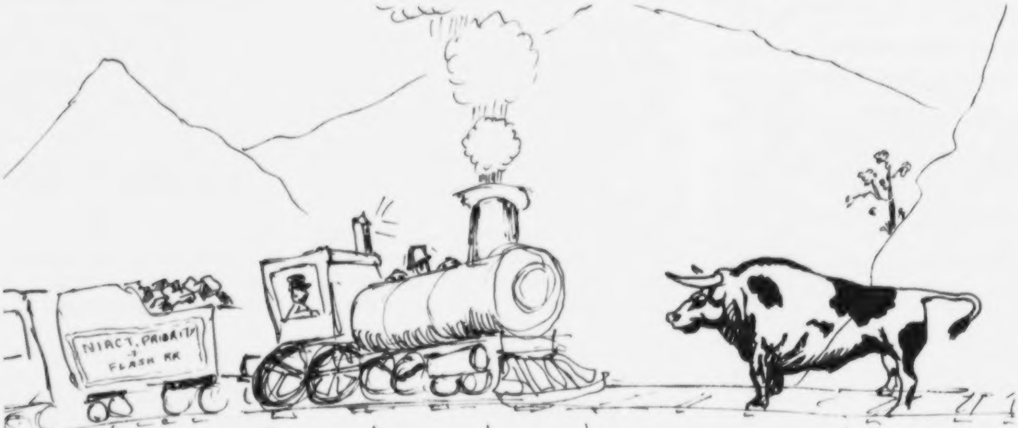
(See Page 40)

1. Beagle.
2. Golden Hind.
3. Missouri.
4. Ranger and Bon Homme Richard.
5. Courageous.
6. and 7. Monitor and Merrimack (which had been re-named Virginia).
8. Resolution and Adventure.
9. Lusitania.
10. Titanic.

Bonus question: Nina (Columbus's flagship, the Santa Maria, was wrecked on Christmas eve, 1492.) ☐

Text is available

Regulations have been issued on conversion of severely physically-handicapped employees from excepted noncompetitive status (Schedule A) to competitive appointments. The complete text of the proposed regulations is available in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■



"Well, we saw the light at the end of tunnel and we crossed the bridge when we came to it. Now all we gotta do is pass the bull." ☐

NEW DIRECTIVES

Organization and functions

This circular announces certain organizational changes in the Bureau of Inter-American Affairs (ARA), effective November 15, 1979. (FAMC No. 3)

The functional statement for the Office of the Under Secretary for Management is amended and revised to reflect the current organizational responsibilities of the Office. (Section 150.) (TL:ORG-116)

General

Posts shall encourage and support the free exchange of ideas and criticism throughout the mission. Persons who cannot concur in a report or recommendation submitted by the missions are free to submit a dissenting statement by using the Dissent Channel. Section 101 is amended to encourage this policy. (TL:GEN-196)

Personnel

This circular extends to January 6, 1981, the validity of FAMC No. 780, dated January 10, 1979, Subject: "Special Allowance." (Uniform State/USICA Issuance) (FAMC No. 1)

This circular extends to January 6, 1981, the validity of FAMC No. 781, dated January 10, 1979, Subject: "Compensatory Time Off at Certain Posts in Foreign Areas." (Uniform State/AID/USICA Issuance) (FAMC No. 2)

This new regulation governs compensation of certain Foreign Service national employees imprisoned by a foreign government, as authorized by section 402, Public Law 95-105 (91 Stat. 852; 22 USC 889). (Uniform State/AID/USICA Regulations) (TL:PER-488)

Mandatory retirement at age 65 for career ambassadors, and at age 60 for all other participants in the Foreign Service Retirement and Disability System, has been restored (Supreme Court decision of February 22, 1979). (Sections 672.2b and 672.2c.) (TL:PER-492)

Financial management

Amounts payable to a delinquent taxpayer which are exempt from a levy for the collection of unpaid tax are defined. (Section 557.5.) (Uniform State/AID/USICA Regulations) (TL:FIN-252)

Communications and records

This circular amends the Uniform Security Regulations to reflect the creation of the International Development Cooperation Agency (IDCA). (Uniform Regulation) (FAMC No. 4)

The validity of FAMC No. 715, "Service of Legal Process," dated May 18, 1976, is extended to February 13, 1981. FAMC No. 715 was amended and extended by FAMC No. 741, dated February 17, 1978, and further extended to February 11, 1980, by FAMC No. 782, dated February 12, 1979. This circular also extends to February 13, 1981, the validity of FAMC No. 743, "Legal Representation of Federal Employees by the Department of Justice," dated March 17, 1978, and extended by FAMC No. 782, dated February 12, 1979. (FAMC No. 6)

Use of the Dissent Channel has been clarified. (Section 212.3c.) (TL:CR-107)

This 5 FAM checklist (blue pages) is current through TL:CR-1030, dated March 14, 1979. (TL:CR-1031)

General services

This circular clarifies the Department's policy with regard to the authority to rent garages for residential accommodations. (Uniform State/AID/USICA Regulations) (FAMC No. 5)

The maximum per diem rates for official travel for the Virgin Islands have been changed. These rates were established by the Department of Defense Civilian Personnel Per Diem Bulletin No. 90 of December 31, 1979. (Uniform State/AID/USICA Regulations) (TL:GS-264)

Economic affairs

The name International Financial Institutions (IFI) has been changed to Multilateral Development Banks (MDB). (Section 910.) (TL:ECON-58)

The new questionnaires and a glossary of teams have been added. The new CERP 4256 and CERP 4257 forms replace the old CERP 4250 series. (Section 134.1 and new Exhibit 134.1 (pp. 1 through 10).) (TL:ECON-60) ■

MOSCOW—The joggers are, from left, *Edward J. Cvetan*, communications programs officer; *Dick L. Ward*, Marine noncommissioned-officer-in-charge; and *Edward McGaffigan*, science officer. *(Photo by S. Demiray)* □

We ain't got no poets

The works of 16 U.S. Government employees—none from the State Department or the Foreign Service—are included in the 1980 anthology "Civil Service Poetry," which is published each April in the United Kingdom. The volume includes 44 poems in all, most of them written by civil servants in the Commonwealth nations and Europe. The price of the book is $1; it may be ordered from EMMA Printers and Publishers, Arden House, Sunny Point, Walton-on-Naze, Essex CO 14 8 LD, England. (Editor's note: The NEWSLETTER would be pleased to publish good poems by Department employees; send contributions to DGP/PA, Room 4515, Department of State, Washington, D.C. 20520. Poems should be job-or post-related.) □

American diplomacy 1780

By Jan K. Herman

April 1780

Under British Guns

At winter quarters in Morristown, New Jersey, the snows of the worst winter in memory have melted, and the Continental Army prepares for yet another season of war.

On the 19th, General Washington invites the Chevalier de La Luzerne, France's new ambassador, to a military review. Luzerne is totally unlike Gerard, his predecessor, both in style and intellect. His ready wit and sophistication make him quite popular among the congressional delegates, and already he is privy to their most intimate councils. He is a keen observer of American politics, understanding at a glance what had always seemed so inscrutable to the high-strung Gerard. And what Luzerne sees of mismanagement, corruption and monetary crisis, he reports back to France. "It is difficult to form a just conception of the depredations which have been committed in the management of war supplies—foraging, clothing, hospitals, tents, quarters and transportation. About nine thousand men, employed in this service, receive enormous salaries and devour the subsistence of the army, while it is tormented with hunger and the extremes of want."

What is left of this army of want marches past a large wooden stand erected in a field crowded both with domestic and foreign dignataries. Luzerne is flanked by Don Juan de Miralles, Spain's eyes and ears in Philadelphia. A cannon fires 13 salutes. There are fireworks displays, and everyone seems favorably impressed by the freshly-uniformed troops that pass in review. Luzerne sends a diplomatic thank-you note to Washington on the 29th, assuring him that he will report to his government ". . . all that he saw at the army; of the good order and discipline of the troops; of the zeal and talents of the officers; of the good disposition reigning among them; as well as of the respect and public confidence in the commander-in-chief." Unfortunately, the parade and the festivities are all too much for the elderly Don Juan, who dies of "pulmonic fever" a few days later.

Even as the troops reassemble for Don Juan's lavish funeral, almost 10,000 British soldiers, sailors and marines, with support vessels, are hammering at the gates of Charleston, the commercial capital of the South and the fourth-largest city in America. The seaport has become Sir Henry Clinton's primary objective in a strategy that calls for conquering the former Southern colonies and splitting them off from the Middle Atlantic and New England states.

Charleston is totally unprepared for such a display of power. General Benjamin Lincoln can muster only 1,200 regulars and 2,000 militia for the city's defense. On the 9th, in the space of one hour, 14 British warships seal Charleston's fate as they run almost unscathed past the guns of Fort Moultrie and anchor within bombardment range.

Three days later, the British guns open up, both from their floating platforms and from excavated zigzag siege lines that, by the 24th, are but 80 to 150 yards from the American defenses. General Lincoln is under constant and unrelenting pressure from the citizens to defend them at all costs. He squanders his last chance to evacuate his army. By the end of the month, one of his subordinates writes: "Nothing was left to us, but to make the best terms we could."

(One of a series)

In France, John Adams continues his efforts to bypass Franklin and practice his own brand of diplomacy. Correspondence streams from his pen almost every day—to the president of the Congress, to John Jay in Madrid, to French officials, and to Vergennes. Adams demands a more forthcoming display of French naval support, and makes it evident that he will no longer remain in Franklin's shadow. It is time to begin the mission for which he has been appointed—peace commissioner. He wishes to notify the British at once of his intention to begin negotiations.

Vergennes finds Adams' ungrateful criticism unwelcome and unwarranted. Furthermore, he believes that initiating contact with the British at a time when the war is going badly, and the conquest of the Southern states appears imminent, is akin to madness. No diplomat, self-styled or otherwise, would ever consider dealing with an enemy from a position of weakness. ■

BUREAU NOTES

Secretary's Office

SECRETARY VANCE traveled to Europe, February 19-22, to meet with European leaders to discuss a broad range of issues, including matters related to southwest Asia. Accompanying the Secretary were MRS. VANCE; RICHARD BALTIMORE, special assistant to the Secretary; ELVA MORGAN, personal assistant; PAUL BREMER, deputy executive secretary of the Department; HODDING CARTER, assistant secretary for public affairs and Department spokesman; RICHARD COOPER, under secretary for economic affairs; ANTHONY LAKE, director, Policy Planning Staff; GEORGE VEST, assistant secretary for European affairs; PETER CONSTABLE, deputy assistant secretary for Near East and South Asian affairs; REGINALD BARTHOLOMEW, director, Bureau of Politico-Military Affairs; ANITA MUELLER, secretary, Executive Secretariat; ALLEN OVERMYER, staff officer, Executive Secretariat; LARRY PIPER, trip administrative officer, Executive Secretariat; JOYCE WENTZ, secretary, Executive Secretariat; EUGENE MARTIN, staff officer, Executive Secretariat; and WILLIAM BROWN, medical officer. Mr. Vance traveled to Chicago on March 3 to address the Chicago Council on Foreign Relations. Accompanying him were Mrs. Vance; ARNOLD RAPHEL, special assistant; Ms. Morgan; and Hodding Carter.

MATTHEW NIMETZ was sworn in as under secretary for security assistance, science and technology, on February 21. Ambassador ROZANNE RIDGWAY assumed the duties of the counselor of the Department on February 25. EARL WAYNE, from Rabat, was to join the Secretariat staff on March 20. □

OFFICE OF PROTOCOL

Chief of protocol ABELARDO L. VALDEZ greeted GENERAL PAZ, the president of Honduras, on his arrival in Washington, March 2, for a meeting with PRESIDENT CARTER. Mr. Valdez escorted German CHANCELLOR SCHMIDT on his official visit to Washington, March 4-6. Mr. Valdez hosted a series of coffee receptions and informal meetings for the chiefs of diplomatic missions, at Blair House. The reception for Western Hemisphere ambassadors was on March 7; for Near Eastern and South Asian ambassadors, March 13; for East Asian ambassadors, March 18; for African ambassadors, March 19. A reception for European ambassadors is planned for this month. New additions to the staff: ESTELLA G. GUERRA, staff assistant, and JEANNE F. BULL, Protocol officer. □

OFFICE FOR LIAISON WITH STATE AND LOCAL GOVERNMENTS

Ambassador-at-large W. BEVERLY CARTER and deputy coordinator DAVID H. SHINN attended the mid-winter meeting, in Washington, of the National Governors' Association, February 25–26. Mr. Carter was the keynote speaker, February 16–17, at the National Black Heritage and Achievement Week observance in Fort Rucker, Ala. He also participated in the proceedings of the UN Human Rights Commission, in Geneva, March 3–7. Mr. Shinn visited Wayne, Pa.; Hartford and Albany, February 26–28, to discuss the establishment of "Pearson" jobs with the manager of Radnor Township, the commissioner of Connecticut's Department of Commerce and the associate chancellor for community colleges at the State University of New York. □

Administration

OFFICE OF COMMUNICATIONS

PAUL DEL GIUDICE, chief of the networks staff, has been detailed to the Foreign Service inspection team now in Japan. The chief of foreign operations, BOYD KOFFMAN, addressed a 10th-grade class at Magruder High School, Montgomery County, Md., on the diplomatic telecommunications service.

OFFICE OF COMMUNICATIONS—Graduates of the first course in limited teletype maintenance are, from left: *Ruth Burkhart*, Communications Center Division; *Louis Amaral*, U.S. mission to the UN; *Emmett O'Brien*, instructor; and *Frederick Bullock*, Mbabane. Not shown: Richard Hoffer. □

BRUSSELS—Ambassador to NATO *W. Tapley Bennett* gives seven communications officers meritorious service increases. From left: *Cliff Miller, Jim Farrell, Ernie Olivarez,* Mr. Bennett, *Jake Kocher, Bill Cotter, Dick McCloughan* and *Bob Zimmermann*. □

Domestic staff retirees include HENRY DAYMONT, JEAN HAWKINS, FRANK IRWIN, CURT PRUITT, WILMA SHEARER and WARREN SPURR.

Communications briefings were given recently to Ambassador HARRY BERGOLD, Budapest; Ambassador-designate JAMES GOODBY, Helsinki; JOHN OWENS, Hamilton; RUTH WILLOW, Berlin; ALBERT CURLEY, Alexandria; JOSEPH REEVES, Santiago; DAVID BORTER, Karachi; CARL OBIDEN, Guangzhou; JOHN FOCHS, Brussels; WILLIAM JOHNSON, Bonn; THOMAS LIEN, Prague; MICHAEL SOARES, Kuala Lumpur; VICKIE PACK, Kinshasa, and ROBERT KIMBALL, Rome.

Personnel joining the Communications Center Division included JAMES ARMBRUSTER, from Lisbon; ROBERT GRUNDON, from Pretoria; FREDERICK ELMENDORF, from Bujumbura; and ALBERT PFEIFER, from the Sinai Field Mission. □

LANGUAGE SERVICES DIVISION

GISELA MARCUSE interpreted at multiple-launch rocket system meetings at Redstone Arsenal, February 11–22. HARRY OBST relieved her the following week. CORNELIUS IIDA interpreted at a U.S.-Japan scientific meeting, February 12–13, while BILL FUKUDA flew to Honolulu for U.S.-Japan medical committee meetings, February 14–15. ALEC TOUMAYAN flew to Tunisia, February 17, to meet with UN Ambassador DONALD McHENRY. He returned February 22. U.S.-Venezuela talks on energy were handled by TED HERRERA, February 21.

Mr. Obst spent February 25–March 1 with the deputy chairman of the West German Social Democratic party, HANS-JUERGEN WISCHNEWSKI, and the following week assisted Chancellor HELMUDT SCHMIDT during his Washington visit, March 5–6. Mr. Herrera and TONY HERVAS interpreted for U.S.-Mexico trade talks, February 28, while SOPHIA PORSON, Mr. Toumayan, and CAROL WOLTER handled U.S.-Niger talks, February 28–29. Mr. Hervas interpreted for PRESIDENT PAZ of Honduras during his Washington visit, March 3, which included a visit with PRESIDENT CARTER. On the same date, Ms. Wolter assisted the Congolese minister of health in meetings on Capitol Hill, and with the surgeon general. Also on March 3, Ms. Marcuse interpreted at U.S.-German consultations chaired by deputy assistant secretary JAMES GOODBY. Mr. Herrera and Ms. Porson interpreted at U.S.-Peru aviation talks. U.S.-Spain meetings at the Department and the Pentagon, March 5–6, and in Norfolk, March 7, were handled by Ms. Porson, Mr. Herrera and Mr. Hervas.

Verbatim reporter MARIE TAYLOR traveled to Chicago to report the speech of SECRETARY VANCE, given at the Pick-Congress Hotel, March 3. Ms. Porson interpreted at NATO meetings at Fort Rucker, Ala., March 10–14. A U.S.-USSR working group on viral vaccine research met under the auspices of the National Institutes of Health, assisted by GALINA TUNIK-ROSNIANSKY. VICTOR JACKOVICH received interpreter training in the division in order to equip him for possible utilization in Belgrade. TOMAS ZEMPLENYI, a local employee of the American embassy in Budapest, had several sessions in interpreting technique in the division to better equip him to interpret for personnel at the embassy.

Two subgroups of Codex Alimentarius met in the Department: fruits and vegetables, March 17–21; cereal products, March 24–28. Division chief NORA LEJINS served as language services officer and NEIL SEIDENMAN as chief interpreter. Other staff interpreters assigned were Mr. Hervas, Ms. Porson, STEPHANIE VAN REIGERSBERG, and Ms. Wolter. Former division chief THEODORE H. LEON returned to head the night translations shift. □

Arms Control and Disarmament Agency

Vice foreign minister ZHANG WENJIN of the People's Republic of China called on director RALPH EARLE II during his visit to Washington, March 17–19, at the invitation of Secretary Vance, for a discussion of arms control issues. Mr. Zhang attended a dinner given in his honor by Ambassador GEORGE M. SEIGNIOUS II. The visit was part of a broad range of consultations since the normalization of relations. It provided an opportunity to continue discussions begun during Secretary of Defense HAROLD BROWN's visit to China in January. Mr. Seignious had accompanied Secretary Brown to China. The ambassador traveled to Europe, March 5, for a series of discussions on arms control matters. In London, he met with British officials to discuss the China visit, and he discussed the mutual and balanced force reductions talks and other arms control matters in Vienna. In Geneva, he discussed the comprehensive test ban negotiations, the work of the Committee on Disarmament and related efforts. The director, in a decision announced March 6, has placed the agency's policy planning function under the direction of the counselor, a post now held by GEORGE W. ASHWORTH. Assisting the counselor in this function will be PIERCE B. CORDEN, who will serve as his assistant; WILLIAM J. DURCH; JOHN M. JOYCE and MARTHA H. KAULAITY. Dr. Corden also will serve as executive director of the agency's External Research Council.

On March 4, PRESIDENT CARTER nominated DAVID M. CLINARD as assistant director of the agency and head of its International Security Programs Bureau. Mr. Clinard, deputy assistant director since 1977, received both bachelor's and law degrees from the University of North Carolina, was a naval officer for four years and then practiced law before becoming special assistant to the Secretary of the Navy in 1963. He attended the National War College in 1966, and later served in the Office of the Assistant Secretary of Defense for International Security Affairs. From 1970–1975, Mr. Clinard was assistant defense adviser at the U.S. mission to NATO, in Brussels. He served, 1975–77, as deputy director of the European region in the Office of the Assistant Secretary of Defense for International Affairs.

On February 19, President Carter accorded the rank of ambassador to CHARLES C. FLOWERREE during his service as U.S. representative to the Committee on Disarmament meetings in Geneva. Assistant director CHARLES N. VAN DOREN was the U.S. representative in Geneva, March 24–April 3, at the third in a series of preparatory meetings for the review conference of the nonproliferation treaty. Other agency officers at the preparatory meeting were AMBASSADOR FLOWERREE, who served as alternate representative; FRANK D. BUCHHOLZ and WILLIAM MOFFITT. Some 80 nations are expected at the review conference, to be held August 11–September 5 in Geneva. Mr. Van Doren represented the agency at the International Nuclear Fuel Cycle Evaluation's plenary conference, in Vienna, February 25–29. The conference, which reviewed the reports of a two-year study on nuclear power development and nonproliferation issues, was attended by representatives of more than 60 governments and international organizations. Ambassador GERARD C. SMITH, former agency director and now the President's special representative for nonproliferation matters, headed the U.S. delegation.

The Standing Consultative Commission on SALT resumed its meetings March 18 in Geneva. Ambassador ROBERT W. BUCHHEIM, the U.S. commissioner, is being assisted by FRANK P. DESIMONE, THOMAS MAERTENS, LORRAINE KOSTELNICK and HEATHER WENDLER.

LORNA E. WATSON is the agency's new Federal Women's Program coordinator. Ms. Watson, who has been with the agency since 1976, works on nonproliferation matters, specializing in Latin America. STANLEY JAKUBOWSKI, an FSO who has served in Taipei and Beijing, has been detailed from the Department to serve as the agency's administrative officer in Geneva. He will replace JOHN KWIATKOWSKI. Mr. Jakubowski spent four years in the Air Force, and worked as a civilian employee of the Air Force before joining the Department in 1974. A graduate of Queens College, he was assigned to the Bureau of Intelligence and Research during a tour in the Department.

RICHARD MORROW, a chemist, has joined the agency from the Air Force Technical Applications Center, Patrick Air Force Base, Fla. A graduate of Reed College and with graduate studies at the University of Idaho and California State University, Mr. Morrow has been assigned to the Multilateral Affairs Bureau as a physical science officer. He has extensive experience in nuclear weapons test evaluations and associated diagnostic work with worldwide applications. Mr. Morrow did support work for the negotiations on the Peaceful Nuclear Explosions Treaty, and has served as an informal consultant to the agency for the past two years.

ALFRED R. BARR completed a two-year detail to the agency and returned to the Department for duty in the Bureau of African Affairs, as country officer for Tanzania. ALLEN L. SESSOMS, an assistant professor of physics at Harvard University, who had been on loan to the agency for two years under the Intergovernmental Personnel Act, accepted a position with the Bureau of Oceans and International Environmental and Scientific Affairs. ALBERT C. PIERCE left the agency to accept a position as assistant to the Secretary of Defense. He joined the agency two years ago as a member of the public affairs staff. He later served as assistant to the counselor and as special assistant in the Office of the Director. EUGENIA OSGOOD, research analyst on Soviet military affairs at the Library of Congress, discussed "Soviet Views of Arms Control, Deterrence and Nuclear War" in a lecture, March 19, sponsored by the agency's Office of Operations Analysis. MORTON SCHWARTZ, of the Department's Bureau of Intelligence and Research, discussed current Soviet views of American foreign policy, March 14, in a presentation to personnel of State and the agency. He is the author of "Soviet Perceptions of the United States." □

Consular Affairs

Assistant Secretary BARBARA M. WATSON attended the Canadian principal officers conference in Ottawa, March 5–7. While in Canada, Miss Watson met with several officials of the Department of External Affairs and the Solicitor General's Office to discuss matters of mutual interest in the field of consular

CHIANG MAI, Thailand—Consular Officer *Tom Miller* receives an award from *Crown Princess Prathepratanarajsuda* for his work in a Red Cross blood drive for the underprivileged and refugees. □

CONSULAR AFFAIRS—Assistant Secretary *Barbara Watson* presents certificates to participants in the advanced consular course. From left: *Harold Boyce*, Immigration and Naturalization Service; *Jean Bradford*, Port-au-Prince; *William Kingsbury*, Madrid; *Lyle Van Ravenswaay*, Visa Services; *Jamiss Sebert*, Boston Passport Agency; *Don Sutter*, Montreal; Ms. Watson; *Ruth Davis*, Naples; *Steve Coffman*, Melbourne; *Alvin Braunstein*, Immigration and Naturalization Service; *Dale Shaffer*, Santo Domingo; *Daniel Root*, Visa Services; *James Blandford*, Calcutta; *Kathleen Mullin*, Rome; *Anthony Berg*, Foreign Service Institute. Not pictured: John Ratigan, Singapore. ☐

affairs. On March 10, she addressed the Foreign Service Institute training class of Foreign Service national employees. Also speaking to the group were senior deputy assistant secretary HUME HORAN and the deputy assistant secretary for overseas citizen services, RUTH A. McLENDON. Miss McLendon also addressed the Consular Officers Association luncheon, February 28. Miss Watson was the luncheon speaker at the second annual Ethnic Heritage Conference, March 14, at Harambee House, Washington. She spoke on "Global Education."

The deputy assistant secretary for visa services, ELIZABETH J. HARPER, addressed a group of 100 senior Nigerian immigration officers, at Glenco, Ga., on the role of the Department in administering the Immigration and Nationality Act. The Nigerians were here for a training program run by the Immigration and Naturalization Service.

The deputy assistant secretary of passport services, NORBERT J. KRIEG, was the kickoff speaker for a management seminar at the Foreign Service Institute for Passport Office supervisors, Grade GS-5-13. This, the first of four sessions, concentrated on interviewing and listening techniques. JAMISS SEBERT, formerly assistant agent-in-charge of the Boston Passport Agency is now agent-in-charge, Miami. NANCY MEYER and EUGENE T. SHELDON of the Passport Office's Evaluations and Standards Division led a fraud seminar for Los Angeles Passport Agency employees and investigative agencies in southern California. PETER K. MURPHY, special assistant, traveled to Phoenix, February 27, to address the Phoenix Committee of Foreign Relations on "The American Consul and Foreign Affairs." In addition to addressing the progress of Mexican-U.S. relations in the field of immigration and arrests of American citizens in that country, Mr. Murphy also spoke on the range of services provided by consular officers at U.S. posts abroad. While in Arizona, Mr. Murphy also spoke to a meeting of Soroptimist International, and participated in radio broadcasts on the subject of the operation of our missions abroad. CAROLYN WILSON and BARBARA CHESMAN of the Passport Office; DONALD WALLACE, acting chief of the European Division; and JAY A. RINI, chief of the Central, South American and Caribbean Division of the Office of Citizens Consular Services, attended a situational diplomacy seminar at the Foreign Service Institute, March 10-14. FRANCIS S. HALL of the Office of Overseas Citizen Services attended a border conference in El Paso on the subject of Social Security benefits payable in Mexico. NANCY ABELL, staff assistant in the bureau's front office, attended an executive performance seminar in Berkeley Springs, W. Va., March 9-14.

A consular assistance team visited the consulate general in Toronto, March 10-15. It was led by FRANCIS X. LAMBERT, and included NORMAN SINGER of the Visa Office; TIMOTHY E. RODDY of the Bureau of European Affairs, Executive Office; FIORE di PAOLO of the Office of Foreign Buildings; and JAMES R. DEVER, a private consultant. GERALD J. GOLDMAN, bureau director of management planning, assisted the team and will also advise the assistant secretary on ways to enhance consular operations worldwide. The team members also traveled to Ottawa, March 17, to meet with the ambassador, the deputy chief of mission and the security officer.

RUFUS STEVENSON, from London, has joined the Visa Office telephone inquiries branch. GERALDINE N. WAGNER retired from the Department after 37 years; she was an administrative officer in the Resource Management Division. CARL G. SHEPHERD, after 26 years, and CHARLES ROBINSON, after 37 years, retired from the Visa Office, February 29. ☐

East Asian and Pacific Affairs

Assistant Secretary RICHARD HOLBROOKE appeared before the House Subcommittee on Asian and Pacific Affairs, on security assistance matters. He hosted a luncheon at the Department, February 23, in honor of PRINCE SIHANOUK. Mr. Holbrooke also participated in the ANZUS (Australia, New Zealand, United States) Council meetings; spoke to the senior seminar on Indochina and on the Association of Southeast Asian Nations.

MANILA—Ambassador Richard W. Murphy presents awards to staff members. From left are *Dominador S. Miranda, Vicente A. Abrigo, Teresa N. Arrieta, Eduardo T. De Guzman, Mr. Murphy, Pedrito R. Valera, Florentino P. Artuyo, Jimmy P. Tinsley, Fidel F. De Castro, Severiano C. San Juan, Aristedes D. Inguillo, Herbert L. Chaleff* and *Jose T. Santos*. □

On March 5, he addressed the annual conference of editors and broadcasters in the Loy Henderson Auditorium.

Deputy assistant secretary MICHAEL H. ARMACOST attended a seminar at the Center for International Affairs of Harvard University, March 4. He also addressed faculty members and students on the present state of U.S.-Japan relations in the politico-security framework. Deputy assistant secretary ERLAND H. HEGINBOTHAM addressed the advisory council on U.S.-Japan trade in San Francisco, and representatives of the Semiconductor Industry Association on U.S.-Japan trade issues, in Cupertino, Calif. On March 4, Mr. Heginbotham testified before the House Subcommitte on Asian and Pacific Affairs, on the reimbursable development program, and before the Senate Subcommittee on International Finance, on the operations of trading companies in Asian markets. On March 24, Mr. Heginbotham transferred to the Department of Commerce to assume the position of director general of the Foreign Commercial Service, which was to begin functioning effective April 1.

Deputy assistant secretary EVELYN COLBERT and ANTHONY ALBRECT, director of the Office of Economic Policy, attended the chiefs-of-mission conference in Singapore, February 10. Mrs. Colbert also served as a member of the U.S. delegation to the ANZUS Council meeting; lectured on U.S. policy in the southwest Pacific at the senior seminar; and lectured on U.S. policy in East Asia at the presidential classroom.

ANTHONY ALBRECT, director of the Office of Economic Policy, consulted with embassy and host government officials on economic issues at Jakarta, Seoul and Tokyo, February 8-16. □

Economic and Business Affairs

FRANCES M. WILSON retired, February 29, after 40 years of Government service, nearly 20 of them as executive director of the bureau. At a ceremony in his office, Assistant Secretary DEANE R. HINTON presented Miss Wilson the John Jacob Rogers Award for her "unfailing personal commitment to integrity and professionalism." Mr. Hinton also took the occasion to announce that she had just been unanimously selected by a special panel as this year's recipient of the Luther I. Replogle Award, which is granted annually to one individual for outstanding contributions to management improvement. The Replogle Award will be presented formally at a later date. JACK D. JENKINS, formerly in European Affairs, has entered on duty as the bureau's executive director. Mr. Hinton attended the International Energy Agency governing board meeting in Paris, February 18-19.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, testified before a subcommittee of the House Appropriations Committee, March 4, in support of the administration's request for $88 million to meet potential U.S. obligations as a member of the recently concluded international natural rubber agreement. Treasury Assistant Secretary FRED BERGSTEN joined Mr. Calingaert in testifying before the Committee. Accompanying them were RICHARD M. OGDEN, chief of the Industrial and Strategic Materials Division, and THOMAS H. MARTIN of the same office. The previous month, Mr. Calingaert participated as a member of interagency panels in two briefings on the geopolitics of oil, before the Senate Energy Committee. On February 27, he attended the 109th annual meeting of the American Institute of Mining, Metallurgical and Petroleum Engineers, in Las Vegas, where he spoke on "Minerals and U.S. Foreign Policy." During the week of March 10, Mr. Calingaert attended a series of meetings at the International Energy Agency in Paris, including that of the governing board, at which he served as head of the U.S. delegation.

Negotiations to draft articles of agreement for the Common Fund continued in Geneva, February 18-March 5. JOHN FERRITER, director, Office of International Commodities, headed the interagency delegation. The talks were scheduled to resume this month, and conference participants hope to wind up negotiations by the summer. The Common Fund would be a new financial institution to support international commodity agreements.

DONALD F. HART, director of the Office of Food Policy and Programs, initialed the final act of the Conference of Governments, in London, March 6, to establish the text of a new food aid convention. This action successfully culminated negotiations which first began in Geneva over two years ago. Nineteen donor countries are committeed to provide, collectively, a minimum of 7.6 million tons of cereals to developing countries annually. The conference was chaired by EDMUND M.

PARSONS, chief, Food Programs Division, who also was chairman of the preceding 35th session of the Food Aid Committee, in London, March 3-6, which completed the negotiations. Following the initialing ceremony Ambassador KINGMAN BREWSTER JR. held a reception for delegates at his residence. RICHARD ZORN, grains specialist in the Office of Food Policy, was alternate representative to the 20th session of the Food and Agriculture Organization intergovernmental group on grains, which met in Rome, February 25-29.

RALPH JOHNSON, assistant chief of the Industrial and Strategic Materials Division, headed the U.S. delegation to the 17th session of the International Tin Council, in London, March 10-14. This was the final session for the council before negotiations begin this month in Geneva for the sixth International Tin Agreement.

STEVEN HAAS of the Division of Industrial and Strategic Materials traveled to Geneva for the 12th session of the Committee on Tungsten, of the UN Conference on Trade and Development, February 25-29. PAUL WALTERS of the Tropical Products Division represented the Department at the third ad hoc meeting on Coir International, and the 15th meeting of the intergovernmental group on hard fibers, at the Food and Agricultural Organization, in Rome. Mr. Walters also attended the subsequent fourth preparatory meeting at the UN Conference on Trade and Development, in Geneva. B. BOYD HIGHT, deputy assistant secretary for transportation affairs, headed the U.S. delegation to the second air transport conference of the International Civil Aviation Organization, at Montreal, February 12-28. Accompanying Mr. Hight were THOMAS C. COLWELL, chief of the Aviation Programs and Policy Division, and JOAN GRAVATT of the same office. Mr. Hight served as U.S. chairman at civil aviation negotiations with the United Kingdom, in Washington, February 27–March 5. The negotiations resulted in a significant expansion of air service between the two countries.

RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was chairman of U.S.-Finland civil aviation negotiations, in Washington, February 19-22. The director of the Office of Maritime Affairs, TODD STEWART, participated in a symposium on the future of the U.S. Merchant Marine, sponsored by the Port of Oakland, at Oakland, Calif., February 27-28. He also spoke, February 29, to the faculty and students of the California Merchant Marine Academy, in Vallejo, on the role of the Department in the development of U.S. maritime policy. ROBIN RITTERHOFF of the Office of Maritime Affairs attended a session of the U.S.-Argentine Joint Economic Commission, in Buenos Aires, March 3-7.

ELINOR CONSTABLE, director of the Office of Investment Affairs, attended the third general conference of the UN Industrial Development Organization, in New Delhi, January 21–February 8. RICHARD KAUZLARICH, deputy director of the Office of Investment Affairs, was the U.S. expert to the UN ad hoc intergovernmental working group of experts on international standards of accounting and reporting, which met in New York, February 11-22. On March 10 BILL MILAM, deputy director of the Office of Monetary Affairs, addressed a breakfast meeting of presidents of national mutual savings banks, to discuss international monetary policy and its effect on the U.S. economy. JOHN L. PROCTOR, the bureau's general services officer for more than 13 years, retired, January 11, and was presented the Superior Honor Award, plus a cash award, for his service.

On March 10 BILL MILAM, deputy director, Office of International Monetary Affairs, addressed a breakfast meeting of presidents of national mutual savings banks to discuss international monetary policy and its effect on the U.S. economy.

New employees in the bureau include STEPHEN H. MULLER, assigned to the Planning and Economic Analysis Staff, but temporarily detailed to the Office of Development Finance; and VICTORIA DOLLINS, Office of International Communications Policy. □

ECONOMIC AND BUSINESS AFFAIRS—Assistant Secretary *Deane R. Hinton*, center, presents Superior Honor Award to *Robin Raphel*, second from left, and a Meritorious Honor Award to *Jack Orlando*, right, both of the Office of Investment Affairs. *Charles F. Meissner*, left, is deputy assistant secretary for international finance and development. *Elinor Constable*, second from right, is director of the Office of Investment Affairs. □

European Affairs

On February 28, deputy assistant secretary ROBERT L. BARRY participated as a speaker in a conference for business executives on Government operations, sponsored by the Brookings Institution. Mr. Barrry addressed a group of scholars, March 12, on U.S. relations with the Soviet Union and eastern Europe. On March 14, he participated in a seminar for Hungarian-Americans. JAMES E. GOODBY has been succeeded by RAYMOND C. EWING as deputy assistant secretary. Mr. Goodby is ambassador-designate to Finland.

Ambassador HARRY E. BERGOLD JR., Hungary, departed Washington, March 15, en route to Budapest. He arrived, March 24, to assume his new duties as ambassador. Ambassador ARTHUR A. HARTMAN, France, was in the Department for consultation, March 5–9. Ambassador-designate JAMES W. SPAIN, Turkey, completed his consultations and was sworn in, February 19. Arriving in Ankara, February 26, he presented credentials to PRESIDENT KORUTURK, March 4. ROBERT E. BARBOUR, deputy chief of mission, and RONALD WOODS, political-military officer, Spain, were in the Department to participate in the U.S.-Spanish Council

VALLETTA, Malta—At awards ceremony are, from left: *Norma L. (Micki) Kleiber*, administrative/consular officer (Meritorious Honor Award for service in Tehran); *Joseph Micallef*, handyman/messenger; Ambassador *Joan M. Clark; Arthur A. Tabone*, driver/messenger; and *Gladys Grech*, accounts/personnel/protocol specialist. ☐

ATHENS—Foreign Service national *Nicholas G. Damigos* is presented the FBI (Federal Bureau of Investigation) Director's Award. Ambassador *Robert J. McCloskey* is on left, and *Mrs. Damigos* and *Michael J. Jewler*, legal attache, Embassy Rome, are on right. ☐

meeting, March 4-7. CHARLES MAGEE, deputy chief of mission, Sofia, was in the Department on consultations, March 3-6. HARRY J. GILMORE, deputy director, Office of Eastern European Affairs, traveled to Bucharest, Sofia, Belgrade and Warsaw, for consultations, February 9-21. JOHN J. MARESCA, Director, Office of Western European Affairs, spoke to the National War College, March 11, on France.

WILLIAM T. SHINN, Jr., director, Office of Soviet Union Affairs, traveled to Dickinson College, Carlisle, Pa., February 13, to address students and faculty. SHERROD McCALL, deputy director, traveled to Cincinnati, March 6-7, to participate in the 26th annual conference on International Affairs. GARY L. MATTHEWS, officer-in-charge, Multilateral Political Relations, traveled to Southeast Asia, February 9-26, with activities scheduled in Singapore, Kuala Lumpur, Bangkok, Manila and Tokyo. Mr. Matthews also traveled to Springfield, Mo., March 14, and Kansas City, March 17, to speak on U.S.-Soviet relations. MARTIN McLEAN joined the Office of Soviet Union Affairs, Multilateral Political Relations Section, in early March, replacing AVIS BOHLEN, who has transferred to the Office of European Security and Political Affairs.

DONALD C. LEIDEL, executive director, deputy assistant secretary SHARON E. AHMAD; and RICHARD J. SMITH, director of Canadian affairs, traveled to Ottawa to attend the principal officers conference, March 3-6. CHARLES R. BOWERS, deputy director, traveled to Frankfurt, Bonn, Berlin, Vienna, Belgrade, Zagreb and Zurich, to discuss administrative and management matters connected with the U.S. mission in Berlin, and for consultations and orientation with other posts, March 9-18. TIMOTHY E. RODDY, post management officer, traveled to Toronto, Ottawa and Montreal, to participate in the consular assistance team study of consular operations at Consulate General Toronto, March 9-18.

On February 11, deputy assistant secretary JAMES E. GOODBY and Finnish Ambassador JAAKKO ILONIEMI signed the protocol exchanging instruments of ratification of the extradition treaty between the United States and Finland. Assisting were TAINA TERAVAINEN, second secretary of the Finnish embassy, and GENEVIEVE BELL, Office of Treaty Affairs.

The following were in on consultation: DIXIE GRIMES, general services officer, LISbon; JOHN BASTEK, administrative officer, from East Berlin, now assigned as general services officer, Vienna; DANNY WILLIAMSON, administrative counselor, London; NICK BASKEY, administrative officer, Lisbon; DON MUSCH, personnel officer, Ankara; RON MAINS, administrative officer, Bucharest; IRV HICKS, administrative officer, West Berlin. TAMAS ZENPLENYI Foreign Service national senior political assistant, Budapest, participated in a special pilot program at Georgetown University in interpreter techniques. ☐

Foreign Service Institute

PAUL H. BOEKER, ambassador to Bolivia since 1977, has been named the 11th director of the institute. He took up his duties March 3. Mr. Boeker, a career Foreign Service officer, has served in Germany, Bolivia and in the Bureau of Economic and Business Affairs. GEORGE S. SPRINGSTEEN JR. was honored, February 9, on his retirement as director of the institute. He had served in this position since 1976. BEN H. READ, under secretary

FOREIGN SERVICE INSTITUTE—Participants in the diplomat-in-residence midterm consultations are, front row, left to right: Ambassador *Frank E. Maestrone; George S. Springsteen*, former director of the institute; *Jack F. Matlock Jr.*, deputy director. Second row: *Edward W. Mulcahy, Jean R. Tartter, Harvey F. Nelson Jr., Charles W. Naas, Maurice D. Bean, M. Gordon Daniels*. Not attending: Edward C. Ingraham. ☐

for management, presented Mr. Springsteen with the John Jacob Rogers Award. Also retiring, February 29, were JOSEPH TERRANOVA JR., executive director, and MARIE ARENA, the director's secretary. Ms. Arena had served at the institute since 1954.

Newly appointed language and culture instructors are EDITH BERNARD, REIN BOGGS, SYLVANA EHRMAN, VALER GERGELY, TRUDY HAGEN, NOBUKO JOHNSON, VERA JOVANCEVIC, TEODORA KAPELINA, SAYOKO KAWAMOTO, TETSUO KUMATORIYA, MILAN LEPUSIC, SETSUKO PFEIFFER, FRANCELINE RUDD, ATANAS SLAVOV, ALEXANDER SUSLOV, EVGENIYA SUSLOV, MARI TAKAHASI, PATRICK VILLEGOUREIX-RITAUD, LYDIA VORONINA, JANINE WILSON and FATMA YURUKOGLU.

New staff members are FRANCIS DENNETT, from Office of the Director General; EVA DEVAUGHN, from the Office of Personnel Management; VIRGINIA GRAZIANO; JOSETTA HAMPTON, from the Bureau of Intelligence and Research; LOIS MARANTZ; DOROTHY MILLER, from the Bureau of Personnel; PAT MILLER, from the Bureau of Public Affairs; FANCHON SILBERSTEIN; EDWARD STANLEY, from the Office of Communications; and ELIZABETH WELDEN. ☐

Human Rights and Humanitarian Affairs

Assistant Secretary PATRICIA DERIAN and T. JESSE CLEAR, human rights officer for Near East and South Asian affairs, departed March 2 for a month-long trip to India, Nepal, Bangladesh, Sri Lanka and Pakistan. They were scheduled to return to the United States March 28. On February 25–26, Ms. Derian delivered the Barbara Bailey Brown lecture at Vassar, and addressed several political science classes on the U.S. human rights policy. On February 27, she addressed participants in the executive program of the Graduate School of Industrial Administration, Carnegie-Mellon University.

The senior deputy assistant secr
STEPHEN PALMER, and office di
CHARLES SALMON addressed the n
diplomat seminar sponsored by the Bur
Public Affairs, February 26. On March
CHARLES B. SALMON JR. spoke
human rights policy at a meeting sponso
the Wesley Foundation at the Univers
Michigan. Mr. Salmon also met with me
of the editorial board of the Detroit Free
Special assistant DAVID MARTIN ap
on the "McNeill-Lehrer Report," Fe
21, to discuss the issue of Haitian a
seekers. He also addressed a group of v
church leaders on the human rights pol
United Methodist Church, on Capitol
March 13. PATRICK FLOOD, human
officer for South American affairs, addre
Latin American studies course at G
Washington University, February 21. H
participated in a panel on human righ
Latin America, sponsored by the Georg
International Institute, at the Shoreham
February 23. RICHARD GRAHAM,
rights officer for Central American a
participated in the annual New Orleans-C
American trade conference, sponsored
International Trade Mart of New Or

HUMAN RIGHTS AND HUMANIT
IAN AFFAIRS — *Jerome H. Holl*
right, American Red Cross chairm
presents plaque to deputy assistant
retary *Frank A. Sieverts*, for his wor
behalf of refugees and prisoners of
and for his role as U.S. liaison with
American and International Red Cr
Mr. Sieverts has become minis
counselor for humanitarian affairs,
mission, Geneva. ☐

February 27–28. On March 16, Mr. Graham spoke to an adult class at the Universalist Church, on the human rights policy. He also addressed an orientation course at the Foreign Service Institute on the human rights policy. He participated in a briefing on Latin America, March 21, for a group of Washington State agricultural and forestry executives who will be traveling to the region. □

Intelligence and Research

Ambassador RONALD I. SPIERS has returned to the Department and assumed his new duties as director of the bureau. His previous assignment was as ambassador to Turkey. MARTIN PACKMAN, deputy director for research; ARTHUR E. GOODWIN JR., executive director; and EMERSON M. BROWN, assistant deputy director for coordination, retired at the end of February. JOHN A. BAKER will be acting deputy director for research until PHILIP H. STODDARD assumes that position in June. VINCENT J. FARLEY is the new executive director of the bureau.

GEORGE S. HARRIS, director of the Office of Research and Analysis for the Near East and South Asia, spoke on "Turkey Between Alliance and Alienation," at the conference on Turkey and the West at City University of New York, March 21. JOSEPH V. MONTVILLE, Near East division chief from the same office, represented the Department at the semiannual NATO Middle East experts meeting, in Brussels, February 6–8. He then continued on to posts in Bahrain, the United Arab Emirates, Oman, Saudi Arabia and Egypt, February 8–20. On March 14, Mr. Montville lectured on the United States and the Muslim world at a symposium at Saint Mary's College in Notre Dame. THEODORE H. KATTOUF, analyst in the Near East Division, addressed the Golden Eagle Square and Compass Club of Pikesville, Md., a Masonic organization, on "Causes of Instability in the Middle East," March 11. SAMUEL J. ROBERTS, Israel analyst attended a seminar at Lehrman Institute, New York, on Israel, March 12. WALTER K. ANDERSON, analyst in the South Asia Division, spoke to members of the social science faculty on "Indo/U.S. Relations," and lectured to a series of classes on "Developments in South Asia," at Oakland University. He also gave a speech in Rochester, Mich., on "U.S. Policy and the Afghan Crisis," and gave an informal talk to students on U.S. foreign policy, March 16–18.

MARTHA MAUTNER, deputy director of the Office of Research and Analysis for the Soviet Union and Eastern Europe, spoke to gatherings of the World Affairs Council, in San Bernadino, Portland, and the University of Nevada, at Las Vegas, March 4–7, on the subject of U.S.-Soviet relations. DONALD GRAVES, chief of the Soviet Internal Affairs Division, addressed the Cornell Club, Washington, on Soviet domestic affairs, February 26. CLIFFORD GROSS, chief of the Soviet Foreign Political Division, attended the NATO experts meeting, on the USSR and eastern Europe, in Brussels, March 11–14. WAYNE LIMBERG, analyst, lecutred at the Foreign Service Institute on the Soviets and the Middle East, March 6. He also spoke to the Gaithersburg chapter of the American Association of University Women, March 12, and to a student group in the Department, March 14, on the subject of the United States and the USSR after Afghanistan.

MARTHA MAUTNER, deputy director of the Office of Research and Analysis for the Soviet Union and Eastern Europe, addressed the Foreign Affairs Interagency Seminar on USSR-European relations, January 17. She also addressed the Presidential Classroom assembly on U.S. foreign policy, February 5. IRENE JAFFE, special assistant in that office's Eastern Europe Division, participated in a conference at the Russian Research Center, Harvard University, on the Soviet and East European economies, February 11. WAYNE LIMBERG, analyst, Soviet Foreign Political Division, lectured on "U.S.-USSR After Afghanistan," to a group from the Center for Learning, Montgomery County, Md., February 15, at the request of the Bureau of Public Affairs.

Office of External Research: ERIC WILLENZ, chairman of the Europe and Global Research Group, attended a dinner-discussion on February 11 at the Kennan Institute for Advanced Russian Studies on "The Impact of Military Institutions on Soviet Society." DALLAS LLOYD, program officer in the same office, also attended the meeting. JOSEPH P. SMALDONE, program officer, organized a colloquium on Mali for Ambassador ANNE F. HOLLOWAY on November 19. He attended the Foreign Affairs Interdepartmental Seminar, January 7–18, and helped to arrange a colloquium on U.S. trade and investment activities in Africa on January 23.

BUREAU OF INTELLIGENCE AND RESEARCH—At awards ceremony, from left: *Theodore H. Kattouf*, Meritorious Honor Award; *Catherine E. Hall*, cash award; *Carolyn Contee*, high quality step increase; *Elizabeth McKune*, Meritorious Honor Award; *David G. Smith* and *William Dean Howells*, Superior Honor Award; *Donald Graves*, Meritorious Honor Award; *Steven J. Coffey*, high quality step increase; *David E. Mark*, who presented the awards; *William Duncan*, high quality step increase; *Michael A. Jacobs*, Meritorious Honor Award; *Lillian Frisa* and *Kristen Halwax*, high quality step increase. Not present: *Beverly LaPrince* and *Paul J. Costolanski*, high quality step increase; and *Austina H. Jones*, cash award. □

Dr. LEWIS ALEXANDER, Department geographer, attended a seminar at East Carolina University, Greenville, N.C., January 31–February 1, on geography and the law of the sea. Also, with Professor LOUIS SOHN of Harvard, he served on a panel of the Ocean Policy Review Group of the Council on Foreign Relations, in New York, February 21. Mrs. SANDRA SHAW, chief of the Office of the Geographer's Cartography Division, was an observer at the ninth UN Regional Cartographic Conference for Asia and the Pacific, Wellington, New Zealand, February 11–21. She also conferred with the New Zealand hydrographer in Auckland.

ANTON DEPORTE, Director, Office of Research and Analysis for Western Europe, lectured on "Europe in the 1920s," at Columbia University, January 31. The following day he lectured on "U.S.-European Relations," at Yale University.

Office of Research and Analysis for American Republics: JAMES E. BUCHANAN and WILLIAM LOFSTROM, analysts, participated as adjunct chairmen for advanced area studies for Spanish and Portuguese language students, January 31 and February 7. CYNTHIA THOMAS, of the same office, attended a conference on the Caribbean sponsored by the Council of the Americas and the Organization of American States, February 7.

Northeast Asia Division, Office of Research and Analysis for East Asia and the Pacific: RONALD MORSE delivered a talk on "Japan's Response to the Middle East Crises: Implications for Japanese Foreign Policy," at the Woodrow Wilson International Center for Scholars. CAROL HAMRIN, also from that division, spoke for three days in the Cincinnati area for the Council on World Affairs, at two colleges, a press conference, a civic leaders luncheon, with the editorial board of the Cincinnati Enquirer, and in a TV public affairs program, "World Front." LILLIAN CRAIG HARRIS, from the division, spoke on China and southeast Asia, to the Central Virginia Chapter of the Retired Officers Association, in Charlottesville, January 24. She also prepared a paper, "Sino-Soviet Competition in the Middle East," for presentation at the International Studies Association conference, in Los Angeles, March 22. □

Inter-American Affairs

Assistant Secretary WILLIAM G. BOWDLER gave the introduction for Honduran President POLICARPO PAZ GARCIA at the U.S.-Central American Conference on Trade and Investment, in New Orleans, February 28. On March 13, Mr. Bowdler addressed the Mid-America Committee in Chicago. Deputy assistant secretary JOHN A. BUSHNELL traveled to Panama, February 25–29, where he addressed the military group commanders' conference. At the Harvard University conference on Hispanic politics, February 23–24, deputy assistant secretary RALPH C. GUZMAN participated in a panel discussion on how Hispanic-Americans influence foreign policy. Deputy assistant secretary JIM CHEEK served as chargé d'affaires a.i. in San Salvador, February 15–March 13. A. CRAIG MURPHY, political officer in the Office of Panamanian Affairs, visited Panama, March 9–16, for orientation and consultations on political and economic matters. □

PORT-AU-PRINCE, Haiti—Ambassador *William B. Jones* presents awards to *Vivian F. Halyard*, left, his secretary, and *Maria Verena Duval*, information assistant, and *Gaston Turnier*, right, general services section. □

International Narcotics Matters

Approximately 90 persons from Washington and Western Hemisphere posts attended the Bureau of Inter-American Affairs regional narcotics conference, at Harper's Ferry, W. Va., January 17–18. HARRY L. COBURN, director, Office of Plans, Policy and Program Management, and SUSAN GINSBURG, special assistant to Assistant Secretary MALTHEA FALCO, attended a meeting of the Development Assistance Committee of the Organization of Economic Cooperation and Development, in Paris, January 31, to discuss the experiences of bilateral donor agencies in assisting countries working to decrease illicit narcotics production. Ms. Falco attended the chiefs-of-mission conference in Singapore, February 10–12, then proceeded to Vienna to attend the meeting of the UN Commission on Narcotic Drugs.

JOHN McLAUGHLIN, aviation adviser, visited Oklahoma, Texas and Georgia, February 4, to inspect aircraft for procurement for the government of Mexico. RICHARD MARTINEZ, training coordinator, accompanied by MANUEL GOMEZ, Drug Enforcement Agency, visited Colombia the week of February 25, to assist the embassy at Bogota in planning the training component of the bureau's fiscal year 1980 program in Colombia. Hugo Escobar Sierra, minister of justice, Colombia, visited Ms. Falco and various law enforcement officials in Washington, under the bureau's Executive Observation Program, February 27–March 16.

Four Burmese students attended a brief orientation session in the bureau, March 7, before departing for Ohio State University's Wooster campus, to attend a beekeeping course designed to develop an income replacement program for Burmese opium farmers. Five Thai medical experts arrived in Washington, March 14, to attend a bureau-sponsored special training seminar, in connection with the central patient register program. The program is administered with the assistance of the National Institute of Drug Abuse. They will be traveling throughout the United States, March 17–April 29. □

International Organization Affairs

Assistant Secretary CHARLES WILLIAM MAYNES addressed the Women's Regional Democratic Club, March 3, in Washington. He also introduced Ambassador DONALD McHENRY to the group. Mr. Maynes made the opening remarks at the Carnegie Endowment Dinner discussion, in New York, March 21. The topic was "Demands for a New World Information Order: How Should the Developed

GENEVA—Safe-driving awards are presented to chauffeurs of the U.S. mission, by Ambassador *Gerald B. Helman*. From left: *Doyle E. Gentry*, general services officer; *Natalino Susin; Gerard Odot;* Mr. Helman; *Giovanni Zago; Jean-Daniel Isely;* Vincenzo Calcagno; *Pietro D'Amato; Andre Galliard; Don C. Eller*, deputy chief of mission. Hocine Souilaheddib did not attend the ceremony. ☐

Nations Respond?"

A seminar sponsored by the U.S. mission to the UN, on improving coordination between the mission and the bureau, was held in New York, March 7–8. Attending were Mr. Maynes; MICHAEL NEWLIN, deputy assistant secretary for political and multilateral affairs; MARION V. CREEKMORE, deputy assistant secretary for economic and development policy; RICHARD V. HENNES, executive director; CSANAD TOTH, special assistant; DAVID L. STOTTLEMYER, director, Policy Management Staff; PETER BRIDGES, director, and MELVYN LEVITSKY, deputy director, Office of UN Political Affairs; PHILIP KAPLAN, director, Office of Multilateral Plans and Coordination; GORDON BROWN, director, Office of International Economic Policy; JOHN FOX, director, Office of Development and Humanitarian Programs; and MICHAEL PEAY and DOUGLAS McELHANEY, special assistants, Office of the U.S. Ambassador to the United Nations.

GEORGE A. DALLEY, deputy assistant secretary for human rights and social affairs, has been appointed to the Civil Aeronautics Board by PRESIDENT CARTER. FRANCES JACKSON is transferring there as his secretary. CSANAD TOTH addressed the Dallas Regional Conference for Women, March 14. This was one of a series of regional conferences in preparation for the UN Mid-Decade Conference on Women, which will take place in June in Copenhagen. He also briefed a "Close-Up" group, at the Department, March 20. Mr. Kaplan addressed foreign military officers in the Department, March 26. JOHN W. McDONALD JR., Agency Directorate for International Labor Organization Affairs, spoke, March 17, at Kent State University on "Analogy of a Global Conference." He also addressed the Center of Concern, March 27, in Washington, on "UNIDO III and the North-South Dialogue." KENNETH BROWN, deputy director for dependent areas in the Office of UN Political Affairs, has transferred to the African bureau. PAMELA STRATTON, formerly of the Office of Position and Pay Management, has been designated director, Office of Administrative Services. She will be replacing ANNE KANE, who retired after 38 years of service. Mrs. Kane will be serving the bureau in a consultative capacity.

HERBERT G. WING, deputy director, Office of Development and Humanitarian Programs, visited New York, March 3–4, for consultations with the U.S. mission to the UN, the UN Children's Fund (UNICEF), and the U.S. Committee for UNICEF. The deputy U.S. representative for UNESCO affairs in Paris, RUSSELL HEATER, retired. Mr. Heater will serve the bureau as a consultant on UNESCO financial matters. PEGGY STARK transferred from the U.S. mission to the UN to the Agriculture Directorate. JEAN KRUSSELL, from the Science and Technology Directorate, has retired. GRACE WILLIAMS, from the Program Division of the Office of International Conferences, has accepted an appointment with the General Services Administration. PATRICIA LEBEAU has been assigned to the Office of Administrative Services. BENOIT BROOKENS, from the Secretariat to the U.S. National Commission for UNESCO, has separated from the Department. SHEILA WALKER, from the International Women's Programs Directorate, has accepted a position in the Bureau of Consular Affairs.

JOYCE RABENS, Office of International Economic Policy, was a member of the delegation to the UN Conference on Trade and Development's 20th session of the Trade and Development Board, Geneva, March 17–21. MARIAN TIPTON, Agency Directorate for UNESCO, served as adviser to the UNESCO special committee of governmental experts that is preparing a draft recommendation concerning safeguarding and preservation of moving images, in Paris, March 18-27. RICHARD T. MILLER, Office of International Economic Policy, was a member of the delegation to the Economic and Social Commission for Asia and the Pacific (36th plenary session), Bangkok, March 18–29. DONALD E. J. STEWART, inter-American organization adviser, U.S. mission to the Organization of American States served as U.S. representative to the OAS Inter-American Childrens' Institute directing council meeting, in San Jose, March 24–28. WILLIAM MENOLD, Office of UN Affairs, served as adviser to the nonproliferation treaty preparatory meeting, in Geneva, March 24–April 3.

BARBARA GOOD, director of international women's programs; VIVIAN DERRYCK, coordinator of the U.S. Secretariat for the UN Mid-Decade Conference on Women; MARUEEN WHALEN, Ms. Derryck's deputy; and LINE HEYNIGER, program officer of the U.S. National Commission for UNESCO, attended the 28th session of the UN Commission on the Status of Women, in Vienna, February 25–March 5. ☐

Near Eastern and South Asian Affairs

SINAI SUPPORT MISSION

C. WILLIAM KONTOS, director, visited New York, March 5–7, to attend an Interna-

SINAI FIELD MISSION—Director *Kenneth A. Hartung*, center, introduces E-Systems, Inc., manager *Doyle K. Gantt*, left, to Egyptian President *Anwar El-Sadat*. □

tional Peace Academy conference and meet with officials of the U.S. mission to the UN. FRANK TRINKA, executive assistant, was on temporary duty at the field mission, leaving Washington February 29 and returning March 13. JAMES KIMMEL, deputy associate director for contracts, transferred from the mission, on March 10, to the Department of State Procurement Branch. JAMES WALLEN, associate director for engineering, was on temporary duty at the field mission, February 25–March 3. Communications officer JOSEPH C. WELLER arrived at the field mission March 11 for a tour of duty.□

While touring the Sinai on February 2, Egyptian President ANWAR EL-SADAT, accompanied by high-ranking Egyptian officials, made a brief stop at the field mission. He told director KENNETH A HARTUNG that he wanted to express his appreciation for the role of the mission in the peacekeeping process. Mr. Hartung briefed Mr. Sadat on the mission's previous early warning role and post-January 25 verification role as agreed to by the United States, Egypt and Israel at the September 1979 trilateral talks in Washington. □

Public Affairs

Office of Public Programs: From February 15–March 15, a record 3,322 persons attended some 44 foreign policy briefings in the Department. DIANE KELLY helped arrange the briefings. Among the groups were the Model UN, the Secondary Schools Teachers Institute and the National Federation of Democratic Women. HENDRIK WOODS met twice with students participating in a "Close-Up" seminar, and briefed them on foreign policy issues. On February 21, ROBERT ANDERS, formerly in the Office of Public Programs, traveled to Florida to speak to the Palm Beach Roundtable on his experiences as one of the six Americans in the Canadian sanctuary in Iran.

On February 25, SECRETARY VANCE, GEORGE VEST and HAROLD SAUNDERS briefed members of the Executive Council on Foreign Diplomats. A luncheon followed at which PAUL VOLCKER, chairman of the Federal Reserve Board, was speaker. This event was coordinated by Ms. Kelly.

The bureau's annual foreign policy conference for editors and broadcasters was held in the Loy Henderson Auditorium, March 4–5. Some 200 media representatives gathered to hear WARREN CHRISTOPHER, DONALD McHENRY, HODDING CARTER III, VICTOR PALMIERI, WILLIAM BOWDLER, RICHARD HOLBROOKE, DEAN HINTON, WILLIAM DYESS, GUY ERB, and Mr. Saunders. The reception was hosted by Deputy Secretary WARREN CHRISTOPHER. Conference managers were ILMAR HEINARU and DORIS WILLIAMSON.

A breakfast meeting was conducted in the sixth-floor office of TOM RESTON March 10. Eleven presidents of mutual savings banks from around the country gathered to hear briefings on U.S. international monetary policy, by WILLIAM MILAM of the Bureau of Economic and Business Affairs, and general foreign policy, by Mr. Reston. BARBARA BOLLER coordinated the event, and CONSTANCE DUNAWAY spoke briefly on the bureau's liaison with the business community. A scholar-diplomat seminar on European affairs was held, March 10–14. Among the officers briefing the group were Mr. Vest, Mr. Dyess and SHARON AHMAD. The reception was hosted by Mr. Carter. Out-of-the-building briefings were also arranged by the bureau for the academicians with the House Foreign Affairs Subcommittee and the National Security Council. Coordinators were MARIE BLAND, with IRENE PIECHOWICZ of the Bureau of European Affairs.

Office of the Historian: JAMES GRANT, a graduate of Galludet College, has joined the office as text editor-typist. N. STEPHEN KANE is participating as adjunct chairman of the module on Mexico, in a pilot program at the Foreign Service Institute designed to integrate advanced area studies and Spanish/Portuguese language training. BROMLEY SMITH, former Foreign Service officer and executive secretary of the National Security Council under Presidents Kennedy and Johnson, discussed his experiences in U.S. foreign policy formulation with Department historians, March 5. Senior historian DAVID H. STAUFFER retired, February 29, after 24 years' service in the office.

Executive Office: JUDITH A. KARINSHAK reported to the Office of the Assistant Secretary as Mr. Dyess' secretary, March 17. Ms. Karinshak has replaced RUTH BUTLER, who was assigned to Copenhagen. COLGATE PRENTICE retired February 29. DAVID PATTERSON and DELIA PITTS were to report to duty, March 24, as historians. DORIS WILLIAMSON retired February 29. VICTORIA NATHAN transferred to another agency on March 8.

Office of Press Relations: JOSEPH W. REAP JR, administrative assistant, was promoted to press officer, March 10. On March 14, Mr. Reap appeared before a student group to speak on foreign policy. On March 17, DAVID PASSAGE, director of the Press Office, made his debut as a Department spokesman.

Office of Public Communication: JOHN C. KIMBALL, chief of the Editorial Division, is on temporary duty in Kingston, assisting the embassy with publications on U.S. assistance to Jamaica. COLLEEN SUSSMAN, writer/editor in the Editorial Division, was the cover artist for the February issue of the Foreign Service Journal. The oil painting depicted the town of Taxco, Mexico, which she visited while spending a summer studying Spanish in Cuernavaca. ■

PUBLIC AFFAIRS—Assistant Secretary *Hodding Carter III* presents retirement plaque to *Doris Williamson*, program officer, who has retired after 32 years of Government service. □

—(Continued from inside front cover)

the next step in the examination process. Non-minority candidates who score between 70 and 75 will be advised that the projection of institutional needs of the Foreign Service does not appear to warrant their assessment at this time."

An even shorter summary would read: ". . . And the little dog laughed to see such sport . . ."

William W. Struck
Consular officer ☐

'Small mind' speaks

Rosslyn, Va.

Dear Sir:

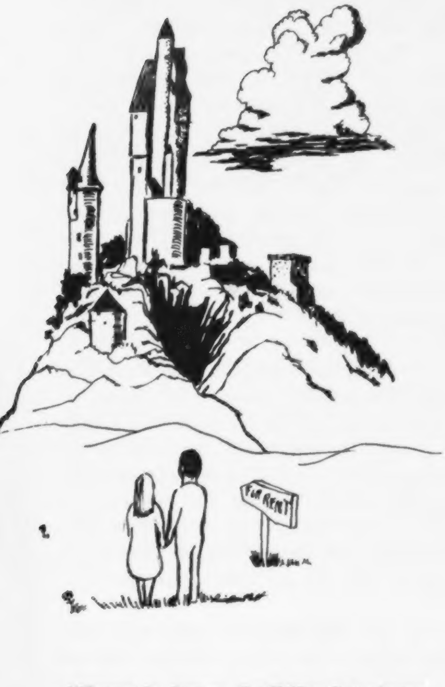
As one of those "small minds" Mr. Trader believes should be thrown out of the Service, I feel I must respond to his letter in the February issue.

The airgram (A-1093, April 15, 1979) establishes a housing policy directly linked to the average size of housing available in the Washington metropolitan area. It does not intend to, nor does it in fact, disadvantage any employee in terms of the size of taxpayer-provided quarters. Although, admittedly, it contributes nothing to diplomacy, an analysis of the Department's role will uncover many, many things done by many, many people which have nothing to do with the second oldest profession.

To accuse those responsible for making scarce resources fit needs, of small-mindedness is, in itself, small-minded. Unfortunately, and obviously to the chagrin of some, the Department not only has the *right* but must concern itself with how its monies are spent particularly in these days of scarce free lunches.

It is also unfortunate that Mr. Trader's suggestions will not ease housing problems, even a little. Both of the principle drafters of the airgram are, alas, considerably out-of-pocket for the housing they occupy in the Washington area.

Sincerely,
Phillip J. Walls
Executive officer
Office of Foreign Buildings
Operations ☐



"Forget it, honey. Stuff like that always goes to FSO-1s or members of the Housing Committee." ☐

He said THAT?

Brussels

Dear Sir:

It was a delightful surprise to learn that Xenophon was responsible for the remark "And then I beat him up" (Newsletter, Blachly's February quiz). A glaring omission from the list of quotations, however, and one that easily tops General McAuliffe's "Nuts!" is the *mot de Cambronne*. In the final moments of the battle of Waterloo, General Cambronne, mounted on horseback inside the remnants of a battalion of the Imperial Guard, drawn up in square formation, was offered a chance to surrender by the attacking Anglo-Dutch forces. His succinct reply "Merde!" earned him a sort of posthumous ownership of the word. "*Le mot de Cambronne*" has become a genteel circumlocution for the word "merde."

Then they beat him up.

Yours faithfully,
Jack Aubert
First secretary ☐

Men were absent

Washington

Dear Sir:

On March 12, 13 and 14 the Office of Medical Services presented a program entitled "Progress Against Breast Cancer." This program and the audience discussion that followed was one of the most worthwhile endeavors I have seen.

At the session I attended, I noted few medical personnel and no men. What a sorry state of affairs! Although a very small percentage of men may develop breast cancer, about 50% or more of the female population will at some time face the question "Do I have breast cancer?" They all have male relatives.

More presentations on similar subjects would, from my viewpoint, be a service that an organization like ours should provide.

Sincerely,
Pearl L. Liptak ☐

Why argue?

Mogadishu, Somalia

Dear Sir:

Imagine my surprise when I opened the January Newsletter and found two of my photographs in your "Best of the Year" feature. I was quite flattered; I for one will not dispute the editors' taste!

Sincerely,
Kenneth W. Parent
Administrative officer, roving ■

Notice

To author of "General Servants Office" letter: The Newsletter does not print unsigned letters. To our other contributors: (1) Double-space; (2) spell out titles and acronyms; (3) keep 'em short.

—The editor. ☐

OBITUARIES

Congressman Slack, **left, who died recently, with** ***Secretary Vance*** **at a recent committee meeting on Capitol Hill.** ☐

Congressman John Slack, 64, (D.-W.Va.), died on March 17, after a heart attack, at Mt. Vernon Hospital in Alexandria. Mr. Slack, who had served in Congress since 1959, was a member of the House Appropriations Committee and was chairman of its Subcommittee on State, Justice, Commerce and the Judiciary.

He was born in West Virginia and attended the Virginia Military Institute. During the war, he served in the Army. Before his election to Congress he was in the real estate business, and was a county assessor for six years. Survivors include his wife, one son and two grandchildren.

On being informed of the congressman's death, Secretary Vance issued this statement:

"The news of the untimely death of John Slack shocked and saddened his many friends and admirers in the Department of State and the Foreign Service. John Slack was a dedicated public servant. A man of outstanding integrity, great vision and exemplary moderation, he served his country during troubled times with wisdom and honor. His word was his bond. His memory will long be cherished by those of us privileged to have known and worked with him.

"During the years in which I and my colleagues of the Department appeared before him, Congressman Slack gave us consistently wise counsel, based upon his comprehensive understanding of the Department and his concern for its people. John Slack was both a good personal friend and an esteemed professional colleague. My colleagues and I in the Department will miss his leadership, and his support." ☐

Nancy H. Marshall, 54, a Foreign Service secretary assigned to the Office of Medical Services, died on March 10. She joined the Department as a Civil Service secretary in the Office of Public Affairs in 1958. Transferring to the Foreign Service in 1959, she served as a secretary in Nagoya, Cairo, Manila, Rome, the Office of Security, Guatemala, Cost Rica, the Bureau of Inter-American Affairs and Pretoria. Survivors include her mother, who lives in Long Beach, Calif. ☐

Charles Williams, 57, a clerk in the Executive Secretariat, died of cancer on March 16 at Howard University Hospital. He served in the Army, 1943-45, and worked as a laborer before joining the Department in 1975. Survivors include one brother, of Haley Street, Roxbury, Mass. 02119, and one sister. ☐

Ted H. Barlow, 53, a recently-retired consular officer, died on March 17. During the early years of his career, he served as a courier in Hong Kong, Saigon, Frankfurt and Panama. He was a disbursement specialist in Aden and Mexico, and then became a consular officer assigned to Edinburgh in 1968. Mr. Barlow went on to serve as consular officer in Kingston, Frankfurt and Manila before retiring in 1978. Survivors include his wife and two children, of 205 Tennessee Street, Savannah, Tenn. 38372. ☐

Rosetta Arnold, 48, clerk-typist in the Chicago passport office since 1978, died of a heart attack in Chicago on March 16. She is survived by three sons, two daughters, her mother and one brother. ☐

Jessie L. Harnit, 68, a retired Foreign Service budget officer, died on January 18 in Rugby, N.D. During the '30s, Ms. Harnit was a stenographer for an insurance agency and then a law firm. She worked for the Office of Price Administration for three years and then went to Algiers, employed by the Foreign Economic Administration. Her first Foreign Service assignment was to Belgrade in 1947, where she was a disbursement officer. She served as an accountant in Paris from 1950 until 1954, when she was transferred to Jidda as budget/fiscal/disbursement officer. Her last overseas assignment was to Santiago as budget and fiscal officer. Returning to the Department in 1965, she served as budget analyst and then budget officer before retiring in 1970. She leaves one son. ☐

Harold D. Pease, 73, a retired Foreign Service officer, died on February 23. Mr. Pease, a native of Iowa, attended the University of California and was a criminologist for the State of California for four years. Joining the Foreign Service in 1929, he served as a consular officer in Shanghai, Matamoros, Maracaibo, Puerto de la Cruz, Newcastle-on-Tyne, Cork, Cali and Birmingham. He retired in 1959. Survivors include his wife, of #236 Hacienda Carmel, Carmel, Calif. 93921. ☐

Douglas O'Connell, 63, a retired Foreign Service officer, died on February 14. Born in New York, he earned a law degree at Fordham University and was a member of the New York bar. He served overseas as a captain in the Army, 1941-46, and was a legal adviser to the Department of the Army for three years. Joining the Foreign Service as a regulations administrative specialist in 1951, he served in Manila, Hong Kong, Paris and Bonn. In 1958 he returned to Paris as political officer. Mr. O'Connell served in Madrid from 1958 until 1964, when he was detailed to the Department of Defense. He also served as chief of the Adviser Opinions Division of the Visa Office before retiring in 1971. Survivors include his wife, of 3502 Columbia Blvd., Garland, Tex. 75043. ☐

Victor E. Von Lossberg, 79, a Foreign Service officer who retired to Johannesburg, where he had served for five years, died on January 17 in Port Shepstone, Natal, South Africa. Joining the Service in 1945, he was commercial attache in Baghdad, then Ankara. Subsequent assignments were to Istanbul, Pretoria and Johannesburg as consular officer. He retired in 1960.

Mr. Von Lossberg, a native of Louisiana, attended College Carnot in France. He was a sales manager for an industrial firm, 1936-42, and commercial assistant at the Rubber Development Corp., 1942-44. He leaves his wife and daughter, of 82 South Avenue, Athol, Johannesburg, South Africa 2192. ☐

Eunice A. Lincoln, 84, a retired Civil Service employee who served 44 years, died of cancer at George Washington University Hospital on March 4. Ms. Lincoln, a native of Virginia, was a science teacher from 1913 until 1918, when she joined the Department as a clerk. She was an administrative assistant in the Office of Coordination and Review, and then became special assistant to the chief of the Correspondence Review Staff in the Office of the Secretary. In 1950 she received the Commendable Service Award and was promoted to assistant chief and supervisor of the staff, in the late '50s. Ms. Lincoln retired in 1962. There are no known survivors. ☐

Dorothy G. Wolfson, 55, wife of retired Foreign Service officer Philip Wolfson and mother of Foreign Service officer David T. Wolfson, who is serving in Bucharest, died on February 29 after open-heart surgery at the National Institutes of Health. Until last year, Mrs. Wolfson was active in the Association of American Foreign Service Women: she was publicity chairman and a former cochairman of the "Bookfair." She accompanied her husband to Bonn during the late '60s.

After earning both a bachelor's and master's from the University of Chicago, she taught school in the Chicago school system for several years. Mrs. Wolfson leaves her husband, one daughter, and two sons. The family suggests contributions to the Montgomery County Heart Association. ☐

Ms. Bonko

Eleanore M. Bonko, 55, former secretary in the Executive Secretariat, died on March 13 at George Washington University Hospital. Ms. Bonko, a native of Ohio, worked for the Securities and Exchange Commission in the early '50s. Joining the Department in 1954, she served for one year in the Bureau of Far Eastern Affairs, Office of Chinese Political Affairs. During the next 11 years, she worked for the reporting and operations staff of the Executive Secretariat and received two commendable service awards. In 1966, Ms. Bonko joined the staff of the Office of the Under Secretary for Political Affairs. Three years later, she transferred to the Office of the Counselor. She was secretary to the ambassador-at-large from 1974 to 1977, when she joined the Office of the Secretary. Ms. Bonko retired in 1978. Survivors include her mother, two brothers and one sister. Contributions to the American Cancer Society are suggested. ☐

Carol C. Moor, 92, who accompanied her daughter, Foreign Service officer Carol Carter Moor, to assignments in Tokyo and New Delhi, died at her home in Falls Church, Va., on February 23. ■

LIBRARY BOOKLIST

Central America and the Caribbean

A list of recent publications. The call number is given for titles in the State Department Library.

Central America

Ameringer, Charles D. *Don Pepe: a political biography of Jose Figueres of Costa Rica.* Albuquerque, University of New Mexico Press, 1978, 324p. F1548.F5A63

Aybar de Soto, Jose M. *Dependency and intervention: the case of Guatemala in 1954.* Boulder, Colo., Westview Press, 1978. F1466.5.A9
(On communism in Guatemala.)

Cline, William and E. Delgado, eds. *Economic integration in Central America.* Washington, Brookings Institution, 1978. 712p. HC141.E26

Crawley, Eduardo O. *Dictators never die: a portrait of Nicaragua and the Somoza dynasty.* New York, St. Martin's Press, 1979. 180p. F1527.C7

Martz, Mary Jeanne Reid. *Central American soccer war: historical patterns and internal dynamics of OAS settlement procedures.* Athens, Ohio, Ohio University Center for International Studies, 1979. 113p. (On order.)

Millett, Richard. *Guardians of the dynasty.* Maryknoll, N.Y., Orbis Books, 1977. F1526.3.M65
(History of early U.S.-Nicaraguan relations.)

Plant, Roger. *Guatemala, unnatural disaster.* London, Latin American Bureau, 1978. 121p. HN147.P55
(Political violence in Guatemala.)

Randall, Margaret R. *Doris Tijerino: inside the Nicaraguan revolution.* Vancouver, New Star Books, 1978. 176p. F1527.R3513

Saunders, John et al. *Rural electrification and development: social and economic impact in Costa Rica and Colombia.* Boulder, Colo., Westview Press, 1978. 180p. HD9688.C82R87

Seligson, Mitchell A. *Peasants of Costa Rica and the development of agrarian capitalism.* Madison, Wisconsin, University of Wisconsin Press, 1979. (On order.)

Shaw, Royce Q. *Central America: regional integration and national political development.* Boulder, Colo., Westview Press, 1978. 242p. HC141.S48

The Caribbean

Axline, W. Andrew. *Caribbean integration: the politics of regional negotiations.* New York, Nichols, 1979. 233p. HC155.A96

Brown, Aggrey. *Color, class and politics in Jamaica.* New Brunswick, N.J., Transaction Books, 1979. 172p. (On order.)

Chernick, S. E. *The Caribbean Commonwealth: the integration experience.* Baltimore, Md., Johns Hopkins University Press, 1979. 521p. HC155.C53
(A World Bank country economic report.)

Crahan, Margaret E. and F. W. Knight. *Africa and the Caribbean: the legacies of a link.* Baltimore, Johns Hopkins University Press, 1979. 159p. F2169.A37

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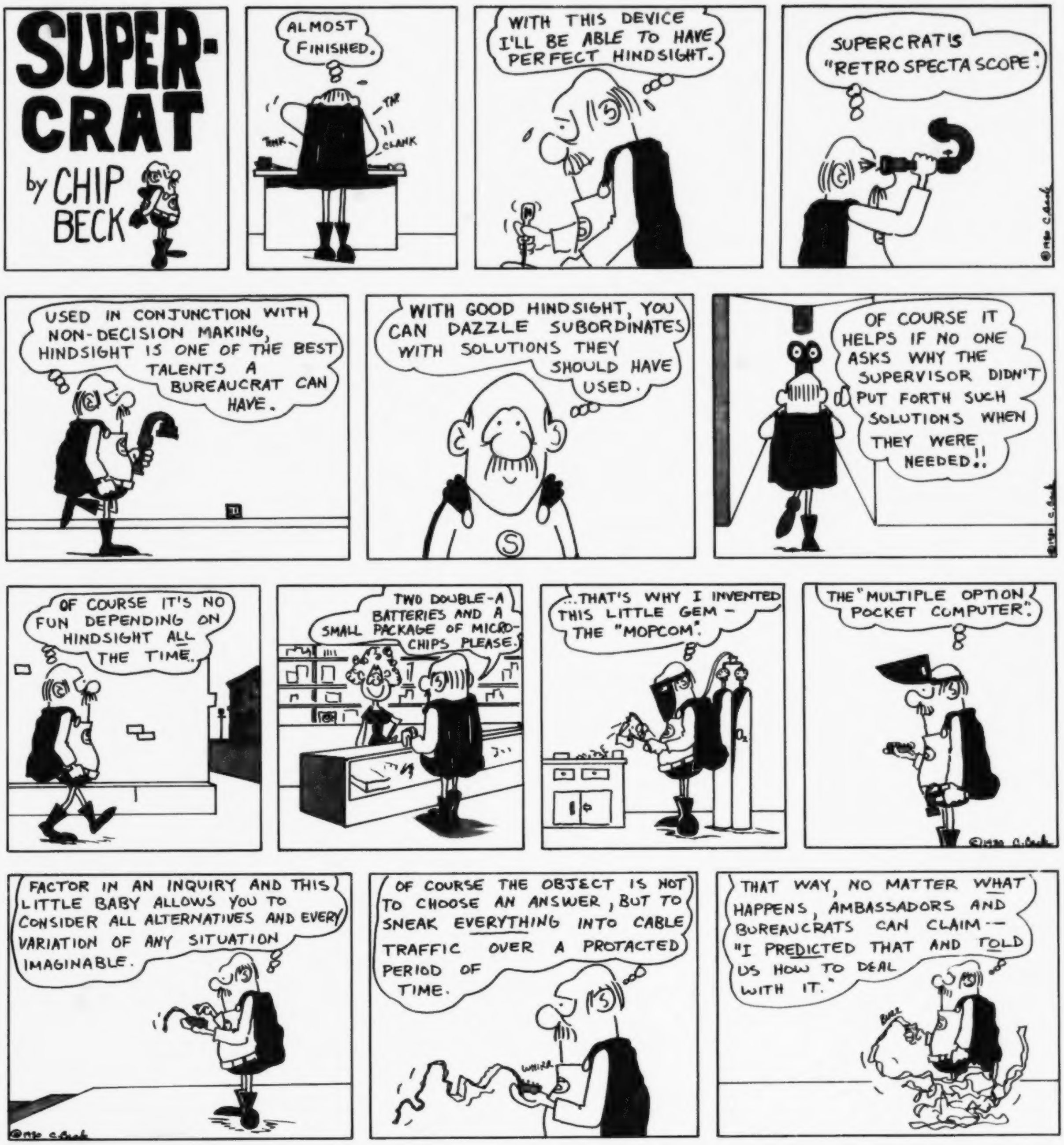
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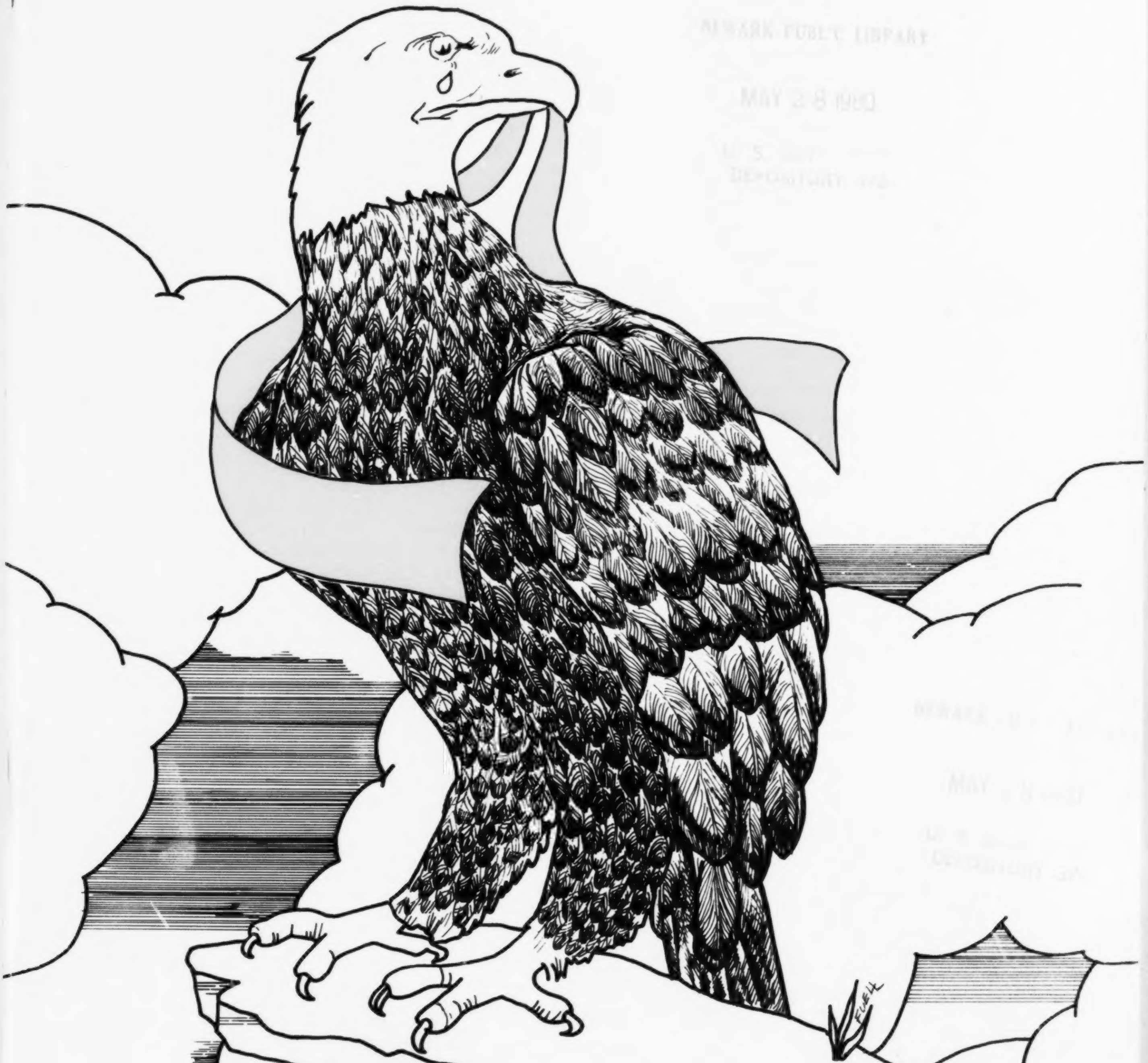

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LETTERS TO THE EDITOR

*A packet of POHL-isms**

WASHINGTON

DEAR SIR:

I would like to get into the act by contributing a few "POHL-isms" to your "Transfer Tremors" section. Here goes:

I was almost transferred to ITALY, but I told them I didn't want to ROME.

I was almost transferred to PERU, but I told them to LI-MA alone.

I was almost transferred to WASHINGTON, but I told them I wanted to stay in Pago Pago SAMOA.

I was almost transferred to BANGKOK, but I told them I was all THAI-ed up.

Sincerely,
TOM POWERS

*—*Named for Edward B. Pohl. (See Page 45.)* ☐

One alcoholic's opinion

(As a mater of policy, the NEWSLETTER *does not print anonymous letters. However, for obvious reasons, an exception is being made for the letter that follows):*

WASHINGTON

DEAR SIR:

I can appreciate your not wanting to publish unsigned letters, but I feel compelled to reply to the two articles, accompanied by names and photographs, which appeared in the December and February NEWSLETTERS. I sincerely regret the Alcohol Awareness Office's encouragement of the articles. I'm also a recovering alcoholic employed by the Department of State and a member of Alcoholics Anonymous (AA).

In the past, fine articles written by employees who happen to be in AA were published in the NEWSLETTER, sans names and photographs, and these articles were instrumental in encouraging those who might have a drinking problem to seek help—either on their own or through the Department's Alcohol Awareness Program. So, although the two above-mentioned articles were interesting, the same purpose could have been achieved without breaking one's anonymity. I think the general public is becoming aware that recovering alcoholics are attractive people who could be your spouse, relative, friend, co-worker, etc.

AA suggests 12 Steps for recovery; there are also 12 Traditions. Two of the Traditions deal with anonymity, and they have a twofold purpose. One of the Traditions says that we are a program of attraction, rather than promotion, and that we need always maintain personal anonymity at the level of the press, radio, etc. There have been cases of members identifying themselves at the media level and then resuming drinking, thus casting reflection on our Fellowship as a whole. In the past, the AA policy re anonymity was brought to the attention of the media and the media, for the most part, respected those wishes.

The majority of AA members identify themselves only by their first names at meetings. Although we're a diversified group, at meetings we're all recovering alcoholics *first*. Thus, the second Tradition reminds us to put "principles above personalities," and reminds us to be aware of our own inflated egos.

I have no right to break another's anonymity nor do I want my anonymity broken by someone else. There are those of us in the Department who, for our own reasons, prefer to remain anonymous unless we decide to break our anonymity to help a co-worker, friend, relative, etc. who has a drinking problem—but *at a personal level, not the public level*. I hope that "alcoholic" articles continue to be published in the NEWSLETTER to further encourage those who have a drinking problem, but articles unaccompanied by photographs or surnames.

Sincerely,
(ANONYMOUS) ☐

On affirmative action

ADANA, TURKEY

DEAR SIR:

The Habib Committee's recommendation to admit minority candidates at lower written exam scores needs neither apology nor smokescreen. The FSO written exam's cutoff scores for minority and majority examinees are, as they ought to be, "differential" notwithstanding such embarrassing casuistry as that in State 5675 of March 2.

America has discreetly accepted the principle that a worthy end can justify an otherwise unpalatable means. The goal of racial

—(Continued on Page 69)

TRANSFER TREMORS ....by ebp

I was almost transferred to KOREA, but my SEOUL wasn't in it.

I was almost transferred to FRANCE, but it wasn't a NICE job.

I was almost transferred to a sub-SAHARA post; it waS A HEL' of a choice. ☐

Department of State NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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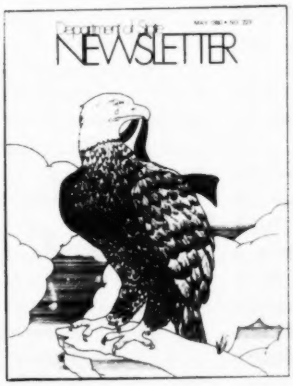


THE COVER—America is powerful ... resolute. America cares about its people, and will retrieve them. The yellow ribbon is the tie to the 53 who are being held in Iran. The tear is for the eight who gave their lives for their country, in the attempted rescue last month. *(Cover design by Tommy Fuell, Visual Services)* ☐

Carter names Senator Muskie secretary of state

Vance resigns in wake of aborted rescue effort in Iran

PRESIDENT CARTER has announced his intention to nominate Senator Edmund S. Muskie (D.-Me.), a member of the Senate Foreign Relations Committee, as the new secretary of state. Mr. Muskie, who was the Democratic Party's vice presidential candidate in 1968 and a presidential candidate in 1972, would succeed Secretary Cyrus R. Vance, who resigned on April 28—as the NEWSLETTER went to press.

Senator Muskie is a member of the Senate Budget, Environmental and Public Works, and Democratic Policy Committees. He served as a member of the Maine House of Representatives before he was elected governor in 1954. After four years as governor, he was elected a senator in 1959, and re-elected in 1964, 1970 and 1976.

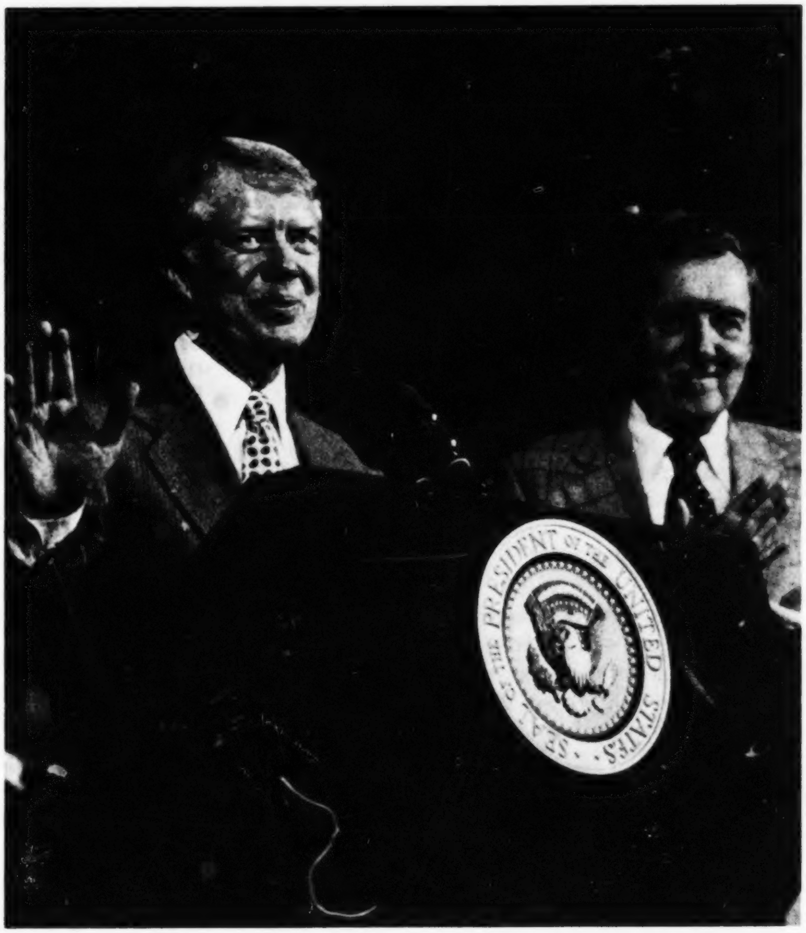
Born in Rumford, Me., on March 28, 1914, Mr. Muskie received a bachelor's from Bates College in 1936, and a degree from Cornell Law School in 1939. During World War II he served in the Naval Reserve. He is married to the former Jane F. Gray. The Muskies have five children.

Deputy Secretary Warren Christopher was named acting secretary of state, following Mr. Vance's resignation.

Secretary Vance resigned because, he said, he "could not support the difficult decision taken by the President on the rescue operation in Iran." He submitted his handwritten letter of resignation to the President on April 21. In accepting the resignation, on April 28, the President also wrote in longhand.

Following are the texts of Mr. Vance's letter of resignation and the President's reply:

"Dear Mr. President: I have the greatest respect and admiration for you and it is with a heavy heart that I submit my resignation. It has been a privilege and a high honor to serve you and our nation. I look with pride and satisfaction at the many actions and new directions which have marked our foreign policy under your leadership. The Panama Canal Treaty, the Camp David Accords, the Egyptian-Israeli Peace Treaty, normalization of relations with the People's Republic of China, the strengthening of our military forces and our alliances, the negotiation of the SALT II Agreement, the Zimbabwe settlement, and the new thrust and direction given to our relations with the nations of the Third World are several of these major steps.



President Carter **and** *Senator Muskie. (White House photo by Jack Kightlinger)* □

"I know how deeply you have pondered your decision on Iran. I wish I could support you in it. But for the reasons we have discussed, I cannot.

"You would not be well served in the coming weeks and months by a Secretary of State who could not offer you the public backing you need on an issue and decision of such extraordinary importance—no matter how firm I remain in my support on other issues, as I do, or how loyal I am to you as our leader. Such a situation would be untenable and our relationship, which I value so highly, would constantly suffer.

"I shall always be grateful to you for having had the opportunity to serve. I shall always have for you the deepest respect and affection, and you know you can count on my support for your continued leadership of our nation."

The President wrote:

"I accept your resignation with regret, but with deep appreciation for your dedicated and effective service to me and to our country.

"As mentioned in your letter, we have had notable accomplishments under your leadership as Secretary of State. I share your pride in what has been achieved.

"Because you could not support my decision regarding the rescue operation in Iran, you have made the correct decision to resign. I know this is a matter of principle with you, and I respect the reasons you have expressed to me.

"You leave your post with the admiration and best wishes of a grateful nation. Our close friendship and partnership during challenging times have been a source of strength and reassurance to me.

"I look forward to your continuing advice and counsel on matters of importance to the United States—our country, which you have served so well." ☐

Rescue attempt was 'a necessity and a duty,' Carter says

President Carter, at 7 a.m. on April 25, issued this statement from the Oval Office regarding the aborted mission in Iran:

Late yesterday, I cancelled a carefully planned operation which was underway in Iran to position our rescue team for later withdrawal of American hostages who have been held captive there since November 4.

Equipment failure in the rescue helicopters made it necessary to end the mission. As our team was withdrawing, after my order to do so, two of our American aircraft collided on the ground following a refueling operation in a remote desert location in Iran. Other information about this rescue mission will be made available to the American people when it is appropriate to do so. There was no fighting; there was no combat. But to my deep regret, eight of the crewmen of the two aircraft which collided were killed, and several other Americans were hurt in the accident. Our people were immediately airlifted from Iran. Those who were injured have gotten medical treatment and all of them are expected to recover. No knowledge of this operation by any Iranian officials or authorities was evident to us until several hours after all Americans were withdrawn from Iran.

Our rescue team knew, and I knew, that the operation was certain to be difficult and it was certain to be dangerous. We were all convinced that if and when the rescue operation had been commenced that it had an excellent chance of success. They were all volunteers; they were all highly trained. I met with their leaders before they went on this operation. They knew then what hopes of mine and of all Americans they carried with them. To the families of those who died and who were wounded, I want to express the admiration I feel for the courage of their loved ones and the sorrow that I feel personally for their sacrifice. The mission on which they were embarked was a humanitarian mission. It was not directed against Iran; it was not directed against the people of Iran. It was not undertaken with any feeling of hostility toward Iran or its people. It has caused no Iranian casualties.

Planning for this rescue effort began shortly after our embassy was seized. But, for a number of reasons, I waited until now to put those rescue plans into effect. To be feasible, this complex operation had to be the product of intensive planning and intensive training and repeated rehearsal. However, a resolution of this crisis through negotiations and with voluntary action on the part of the Iranian officials was obviously then, has been and will be preferable. This rescue attempt had to await my judgment that the Iranian authorities could not or would not resolve this crisis on their own initiative. With the steady unraveling of authority in Iran and the mounting dangers that were posed to the safety of the hostages themselves and the growing realization that their early release was highly unlikely, I made a decision to commence the rescue operations plans.

This attempt became a necessity and a duty. The readiness of our team to undertake the rescue made it completely practicable. Accordingly, I made the decision to set our long developed plans into operation. I ordered this rescue mission prepared in order to safeguard American lives, to protect America's national interest and to reduce the tensions in the world that have been caused among many nations as this crisis has continued. It was my decision to attempt the rescue operation. It was my decision to cancel it when problems developed in the placement of our rescue team for a future rescue operation. The responsibility is fully my own.

In the aftermath of the attempt, we continue to hold the government of Iran responsible for the safety and for the early release of the American hostages who have been held so long. The United States remains determined to bring about their safe release at the earliest date possible. As President, I know that our entire nation feels the deep gratitude I feel for the brave men who were prepared to rescue their fellow Americans from captivity. And, as President, I also know that the nation shares not only my disappointment that the rescue effort could not be mounted because of mechanical difficulties, but also my determination to persevere and to bring all of our hostages home to freedom.

We have been disappointed before. We will not give up in our efforts. Throughout this extraordinarily difficult period, we have pursued and will continue to pursue every possible avenue to secure the release of the hostages. In these efforts, the support of the American people and of our friends throughout the world has been a most crucial element. That support of other nations is even more important now. We will seek to continue, along with other nations and with the officials of Iran, a prompt resolution of the crisis without any loss of life and through peaceful and diplomatic means. ☐

Embassies' security is object of study

By Judith Miller

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The following article appeared in the New York Times of April 21, 1980, and is reprinted with permission. (See also April Newsletter, *Page 12.)*

WASHINGTON, April 20—The State Department has begun a program to bolster protection of American diplomats and national security information abroad, according to administration officials.

The Department is seeking $5.3 million this fiscal year and $35.8 million for 1981 to survey some 15 posts in politically troubled regions, especially the Middle East and Central America.

"We received a very sympathetic reception this week before the congressional authorization committees," said Karl D. Ackerman, deputy assistant secretary for security in the State Department's Bureau of Administration. "Congress is obviously very concerned about the security of our personnel overseas."

A few teams have already been dispatched to study special security measures that might enable American embassies to withstand mob assaults. Measures under consideration include stronger programs to control public access, installation of safe havens and escape hatches inside embassies and establishment of "burn" rooms for the destruction of classified material in the event an embassy is overrun.

The new security program was begun following attacks by mobs on American embassies in Teheran, in Islamabad, Pakistan, and in Tripoli, Libya, last year. The incidents, State Department officials contend, reflect a fundamental change in the nature of the threat to American personnel overseas.

"Our earlier programs were geared to preventing infiltration of embassies by terrorist groups," one official said. "Today, we seem to be confronting security threats stemming from mob violence, frequently condoned by the host government."

While officials admit that no embassy can withstand an assault sanctioned or tolerated by a host government, they assert that the attacks on the American embassy in Islamabad last November demonstrated that, with strengthened defense measures, embassy personnel and information could be safeguarded.

"Our embassy in Islamabad was fairly modern," Mr. Ackerman said. "Even though it was not designed for mob assault, our personnel were able to hold out for about six or seven hours, thanks to the building's design and public access controls instituted about four years ago."

Officials said 117 embassy staff members had been able to escape harm by retreating into a secure vault room. Marines armed with tear gas held off attackers for several hours and, when the smoke became overwhelming, embassy personnel were able to flee through anterooms and ultimately through an escape hatch on the roof of the embassy. ☐

Terrorism office transferred

The Office for Combatting Terrorism, formerly under the jurisdiction of the Under Secretary for Management, has been shifted to the Office of the Deputy Secretary. ■

EVANSVILLE, Ind.—"The world's largest American flag," 210 feet by 411 feet, made by Anchor Industries, is unfurled at the airport as a tribute to the hostages in Iran. There are plans to hang the flag, which is 21 stories high and weighs 7 tons, from New York's Verrazano-Narrows Bridge. Contributions for the project may be sent to "The Great American Flag Fund," P.O. Box FLAG, F.D.R. Station, New York, N.Y. 10022. ☐

NEWS HIGHLIGHTS

Retirement planning, job search seminars

Separate seminars on retirement planning and jobseeking, each of them a component of the Department's Alternate Careers Planning Program, are scheduled for this month.

The two-day retirement seminar will be held May 20 and 23. Additional sessions will take place June 24 and 27, and July 22 and 25, if sufficient numbers register. For those overseas or for those who are otherwise unable to attend the Washington sessions, the seminar is available in correspondence-course form. The seminar will deal with the meaning of retirement, retirement versus a second career, financial needs, health issues, personal resources, choosing activities and the use of time, psychological adjustments, changing roles in relationships, legal and tax matters, social security, medicare and health insurance, and community resources.

Enrollment normally will be limited to 20 persons, on a "first-come, first-served" basis. However, priority will be given to those facing mandatory retirement, and to those who have already submitted retirement papers. All full-time, permanent employees of the Department, regardless of pay plan or grade, who are currently eligible for retirement or within three years of eligibility, are invited to apply. Retirees may apply up to one year after their retirement date. Spouses of participants are encouraged to enroll on a space-available basis with the employee.

Employees should apply by memorandum to THinc Group, Inc., Suite 1150, 1629 K Street N.W., Washington, D.C. 20006. (Telephone: 223-3003.) The application should include name, rank, position, work address, telephone number and retirement eligibility date. The memorandum must be accompanied by the supervisor's certification of the applicant as a full-time, permanent employee, and permission for the employee to be released for the seminar (not required for already-retired persons). The post administrative officer certifies requests for correspondence courses. THinc is responsible for all administrative details of the seminars and correspondence courses, including notifying participants of location or changes in schedule.

The three-day job search seminar will be held May 19, 21 and 22. Additional sessions will take place during spring and summer, if sufficient numbers register. This seminar, too, is available in correspondence-course form. The seminar objectives are to help participants explore the advisability of making job or career changes; understand the transferability of skills, knowledge and experience; understand what is involved in making a career change; learn how to do a self-assessment and determine the kinds of work to consider; learn how to obtain guidance, advice and assistance from available resources; and provide information and aids to prepare for and conduct a job-finding campaign.

Enrollment is limited to 20, "first-come, first-served." However, employees who are separating or retiring from the Department will be given first priority. All full-time, permanent employees of the Department, regardless of grade or pay plan, are invited to apply. Those interested should apply to THinc. The application should include name, rank, position, work address, telephone number and separation date, if relevant. The memorandum must be accompanied by the supervisor's certification of the applicant's status as a full-time, permanent employee, and permission for the employee to be released for the seminar (not required for already retired persons). The post administrative officer certifies requests for correspondence courses.

Employees may not take the retirement planning and the job search seminars simultaneously. □

Cooperation seen between State, Commerce

Cooperation between State and Commerce in operation of the new Foreign Commercial Service, which came into being on April 1, was the subject of a statement issued jointly on April 3 by Secretary Vance and Secretary of Commerce Phillip Klutznick. The two Departments have agreed, the statement said, "that the senior Foreign Commercial Service officer at each embassy would report directly to the ambassador or to the deputy chief of mission, as the chief of mission directs. To ensure that the Foreign Commercial Service participates fully in the activities of the embassy, the two Departments also agreed that the senior Foreign Commercial Service officer should be a member of the country team at each embassy."

The statement continued: "We look to chiefs of mission to give fresh impetus to our export promotion efforts, and to assure close and constructive cooperation of their economic and commercial sections with each other and with the rest of the mission." □

Customs, tax breaks for U.S. personnel

As a result of the Department's efforts, several countries are granting customs and tax privileges to members of the U.S. Foreign Service on a reciprocal basis. A committee headed by Under Secretary Ben H. Read— with representatives from the Bureau of Personnel, the Legal Adviser's Office and the Office of the Chief of Protocol—has reported "significant achievements" in this area. Some examples:

- Costa Rica has extended to all U.S. diplomatic, consular and administrative personnel the same rights and privileges which the United States extends to Costa Rican personnel in Washington.
- U.S. administrative and technical personnel throughout Mexico will have the privilege of importing one vehicle duty-free during a tour in that country. They also will have the privilege of disposing of the vehicle in the same manner as those who have diplomatic titles.
- In Geneva, the U.S. mission has succeeded in obtaining exemptions from radio, TV and bicycle license taxes. In addition, the mission has "successfully reduced" the incidence of "harassment" at border

crossings, the committee reported.

- The South African government has notified the embassy in Pretoria that the refund of general sales tax will apply to both diplomatic and non-diplomatic personnel.
- The embassy in Rome has been asked to initiate bilateral negotiations to obtain reciprocity on tax exemptions.
- The embassy in Budapest also has been instructed to submit a proposed bilateral agreement on taxes and customs privileges.
- And in Ottawa, the Ontario provincial government has decided to extend tax-exempt status and privileges to non-diplomatic personnel. These will not go into effect, however, until implementing regulations and procedures are developed. ☐

Women's organization installs officers

Senator Charles H. Percy (R.-Ill.) was the guest speaker at the April 30 ceremony installing new officers of the Women's Action Organization (WAO) of State/AID/USICA. Barbara Good, retiring president, introduced her successor, Jean Mammen of ICA, and the three vice presidents—Nancy Fox, AID; Marjorie Ransom, ICA; and Marguerite Cooper King, who continues as interim vice president for State. Also installed were Janet Priddy, treasurer, and Lorraine Hynes, program chairwoman.

Ms. Good reviewing WAO activities over the past year, cited the series of 12 open meetings for GS and FS employees on "how to succeed" in the personnel system. These meetings, she recalled each attended by 60 to 100 persons—stressed how to upgrade performance ratings, how to qualify for new responsibilities and promotions, how to apply for merit promotions and how to use the upward mobility program.

Another benchmark, she said, was WAO's testimony in July before two congressional subcommittees, urging that statements of support for affirmative action and prohibition of discrimination be included in the proposed new Foreign Service Act. She said WAO also pushed for a new foreign policy directive to encourage U.S. missions in other nations to advance women's rights and status. Secretary Vance issued a directive on this subject in May.

In another action, she recalled, WAO collected and submitted, in continuation of its "Project Talent Bank," data on all career officer-level women, in all pay plans, to heads of all geographic bureaus and to the Bureau of Personnel, to assure that agencies be aware of the availability of qualified women for job openings. ☐

Open Forum to feature Middle East debate

A debate on American interests in the Middle East will be held in the Department on May 28 under the auspices of the Secretary's Open Forum. Pitted against each other will be Professor Israel Singer, American section of the World Jewish Congress, and Jean AbiNader, executive director of the National Association of Arab Americans.

Other speakers scheduled for this month include Professor Walid Khalidi of Harvard University, whose topic on May 14 is to be current developments in the Middle East, and Dr. Bogdan Denitch, who will discuss the problems of East European succession on May 27. On the podium in June will be S.G. Marzullo, Mobil Oil Corp., who is to speak June 18 on American interests in South Africa. On June 30 a film produced by Robert Richter, on Viet-Nam today, is to be shown. Mr. Richter has traveled recently on Route 1, from Hanoi to Saigon.

April speakers included the foreign policy advisers of three presidential candidates—Forest Frank (John Anderson), April 4; Jan Kalicki (Edward Kennedy), April 17; and Richard Allen (Ronald Reagan), April 18. Also heard in April were Dana Reynolds, who discussed the possibility of an Iranian-American student dialogue; William R. Crawford, an Islamic expert; and Richard Rahn, U.S. Chamber of Commerce.

Election of officers for the 1980–81 term of Open Forum will be held this month. Articles intended for the summer issue of the Open Forum journal should be submitted to Open Forum, S/P, Room 7419, New State, by the end of May. ☐

Bill McLinn*, impersonating Mark Twain, was the April 2 speaker at the Secretary's Open Forum. He used many of Twain's own words, culled from the humorist's writings. Such as: "He is a gentleman whose great learning and veneration and love for truth are in perfect harmony with . . . his high moral character. I refer in these vague, general terms to myself." And: "I was born modest but it wore off." Mr. McLinn, a former legislative aide on Capitol Hill, is now a professional lecturer. *(Photo by Glenn Hall, Visual Services) ☐

Book yourself as a volunteer

The Association of American Foreign Service Women has issued a call for books and volunteers to help launch the 20th annual Bookfair, which opens this year on September 26. Proceeds of the event go into a scholarship fund for children of Foreign Service personnel at State, ICA and AID. Persons willing to help are asked to telephone the bookroom at 223-5796. The pricing, sorting and boxing of books is already underway there—in Room 8326. Visitors are welcome. ☐

Blair bows out after 20 years, takes nature post

William D. Blair Jr., deputy assistant secretary for public affairs, has retired after 20 years in the Department. He has become president of the Nature Conservancy, a national nonprofit conservation organization which has been responsible, since 1961, for the preservation of 1.6 million acres in 50 states. Mr. Blair had served on the conservancy's board of governors and was its chairman, 1975–77.

Mr. Blair

Before joining the Department in 1959 Mr. Blair, a graduate of Princeton, was chief of the Paris bureau of Newsweek. He also served as the magazine's London correspondent, headed up its Bonn bureau, and was assistant editor for international affairs. Earlier, he had been a writer for the Baltimore Sun papers, a Sun war correspondent in Korea, and European correspondent. At State, Mr. Blair was director of the Office of Special Projects and director of the Office of Media Services, before becoming deputy assistant secretary. He served at times as acting assistant secretary for public affairs. □

Meeting on bulk cargoes

The panel on bulk cargoes, part of the Safety of Life at Sea Subcommittee, will conduct an open meeting at 10 a.m. on May 12, in Room 8334 of the Department of Transportation, 400 Seventh Street S.W., Washington. The purpose will be to review the report of the 21st session of the Intergovernmental Maritime Consultative Organization Subcommittee on Containers and Cargoes, and prepare for studies on direct reduced iron products. For information contact either Captain S. Fraser Sammis, National Cargo Bureau, Inc., Suite 2757, One World Trade Center, New York, N.Y. 10048 (telephone 212-432-1280), or Edward H. Middleton, U.S. Coast Guard (G-MM/TP24), Washington, D.C., 20593 (telephone 202-426-2170). □

Mr. Tagliani *(Photo by Donna Gigliotti)* □

FSO IN WHEELCHAIR IS WORLDWIDE AVAILABLE

"I don't feel like a precedent," said William Tagliani. He said this in a NEWSLETTER interview although, in March, he became the first severely-handicapped person sworn in as a worldwide-available Foreign Service officer. He also is the only person in a wheelchair to pass both the written and oral Foreign Service officer exams. He accomplished this five years ago, but Mr. Tagliani, now 26, was at first disqualified because of his handicap.

"I knew the system when I took the exam, but I figured what have I got to lose? I contacted my congressman, and then my senator, who contacted Carol Laise. She was the director general at the time. She offered me a job, but as Foreign Service Reserve officer, domestic only. I took it. In February 1978, I left the University of Washington in Seattle, where I was working on a master's, and came here to be an economic officer in the Bureau of Economic and Business Affairs."

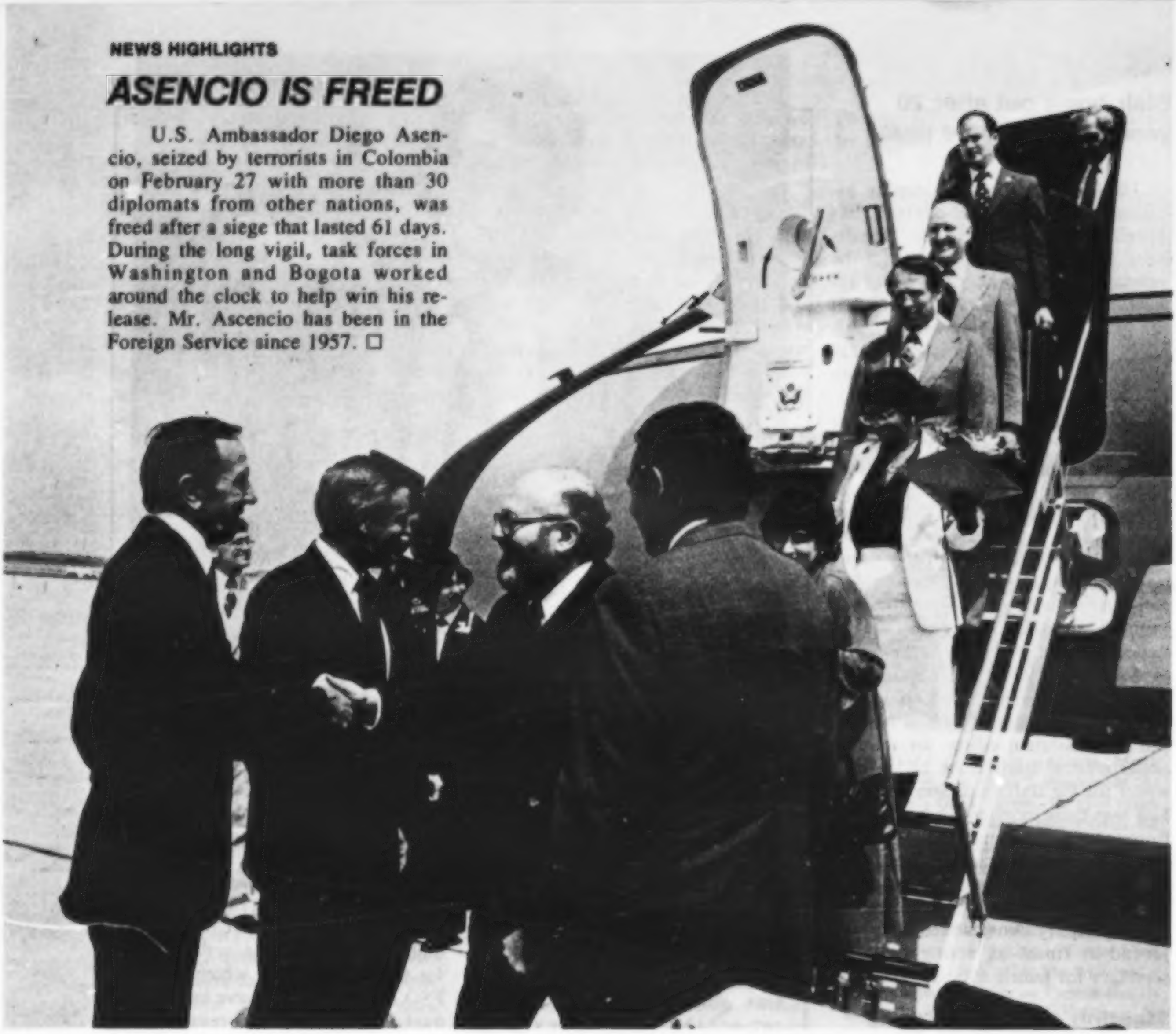
His case was later reviewed and approved by the Department's Employment Review Committee under the affirmative action plan for the handicapped, which allows FSO applicants who have been disqualified for medical reasons to reenter competition. Mr. Tagliani became an FSO through this process.

Confined to a wheelchair for the past nine years as the result of a skiing accident, Mr. Tagliani is self-sufficient in many ways. For example, he is a licensed pilot. And he plans to go abroad alone. He is currently at the Foreign Service Institute, preparing for an assignment in Kingston.

In light of the rash of terrorism overseas, "I am marginally more vulnerable," he said. "But either there will be no difficulty where I'm going, or there will be an attack, and then it won't matter—as in Tehran—how fast one can run." □

ASENCIO IS FREED

U.S. Ambassador Diego Asencio, seized by terrorists in Colombia on February 27 with more than 30 diplomats from other nations, was freed after a siege that lasted 61 days. During the long vigil, task forces in Washington and Bogota worked around the clock to help win his release. Mr. Ascencio has been in the Foreign Service since 1957. ☐



Ambassador Asencio upon his arrival at Andrews Air Force Base shakes hands with Acting Secretary *Warren Christopher*. On his right is *Vice President Mondale*, and on his left is chief of protocol *Albelardo Valdez*. Behind him is *Mrs. Ascencio*. *(Photo by Walter Booze, Visual Services)* ☐

Colombia Working Group in Washington includes, from left; *Eilen Heaphy, Ira Levy, Bill Knepper, Dane Bowen, Nick Heyniger, Victoria Douglas* and Ambassador *Anthony Quainton* (back to camera). *(Photo by Donna Gigliotti)* ☐

Political officer *John McIntyre* in Embassy Bogota. ☐

Becky Wright, a secretary on the Bogota Task Force, in the Colombian capital. ☐

Political officer *John Hamilton* and secretary *Pat Lindsey*, in Bogota, check on developments. ■

The Foggy Bottom newspaper chain

IS THE FOREIGN SERVICE merely a front for the largest newspaper publishing enterprise in the world? "The answer is no," a Department spokesman insisted.

A flat no.

A tart denial.

But the reporter, knowing all about evasiveness, persisted. "Why, then," asked the ace investigator from the NEWSLETTER, "have I found that virtually every one of the 284 Foreign Service posts, around the world, has for years been publishing its own newspaper for its employees? Do the newspapers exist to cover doings at the posts, or do the posts exist merely to publish the newspapers?"

"No comment," said the Department spokesman. "Just make sure you get your facts straight."

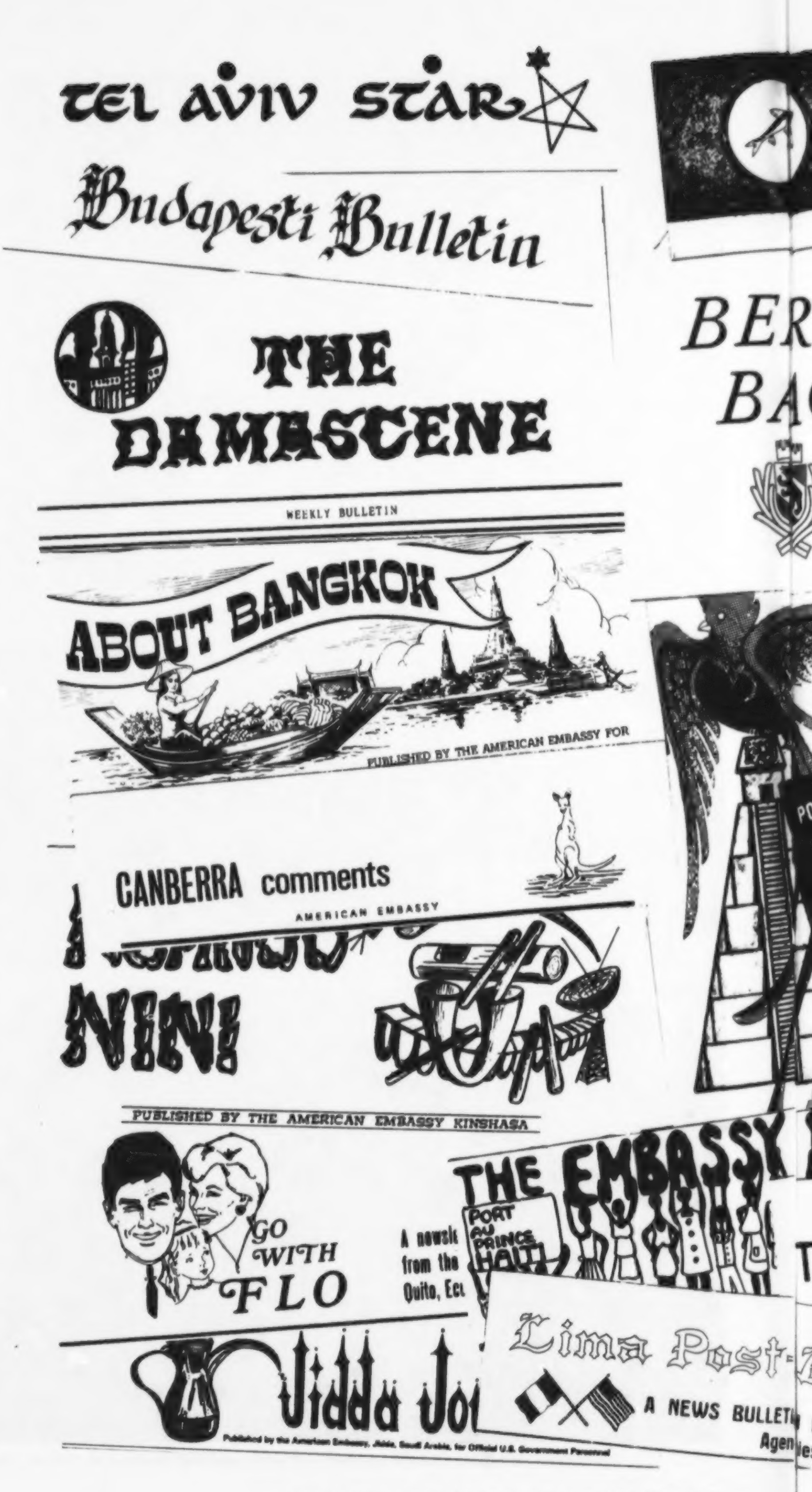
Okay. Fine. Here, then, are the facts:

The State Department publishing conglomerate includes (eat your heart out, Hearst, Knight, Scripps-Howard, Gannett, Newhouse et al., at the size of this chain!) papers with perfectly ordinary names—like the Amman Sun, the London Weekly, the Tunis Bulletin, the Budapesti Bulletin, the Bonn Bulletin, the Bamboo Bulletin (Tokyo), the Lima Post-Despatch (sic!), the Lusaka Embassy News, the Jidda Journal, the Tel Aviv Star, the Thessaloniki Register, the Santiago Observer, the Oslo Oracle and the Embassy Monitor (Copenhagen).

The conglomerate also includes newspapers with rather imaginative names (though no correlation has yet been established between cleverness of the name and size of the circulation), to wit:

- The Bern Bag.

—*(Continued on Page 12)*


TEL AVIV STAR
Budapesti Bulletin
BER
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THE DAMASCENE
WEEKLY BULLETIN
ABOUT BANGKOK
PUBLISHED BY THE AMERICAN EMBASSY FOR
CANBERRA comments
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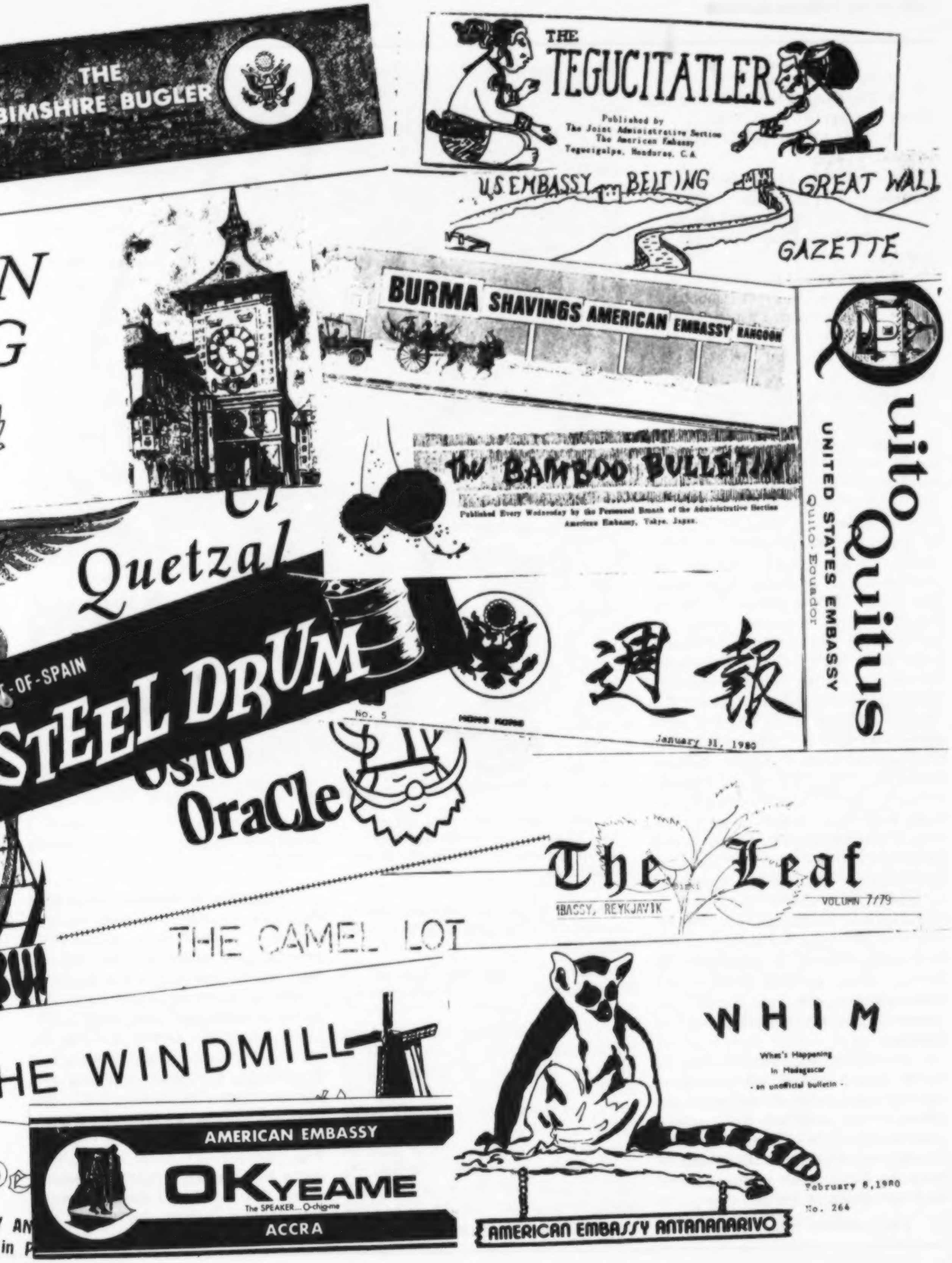

THE BIMSHIRE BUGLER
THE TEGUCITATLER
Published by The Joint Administrative Section The American Embassy Tegucigalpa, Honduras, C.A
U.S. EMBASSY BEIJING GREAT WALL GAZETTE
BURMA SHAVINGS AMERICAN EMBASSY RANGOON
Quito Quitus
UNITED STATES EMBASSY
Quito-Ecuador
the BAMBOO BULLETIN
Published Every Wednesday by the Personnel Branch of the Administrative Section American Embassy, Tokyo, Japan.
N
G
El Quetzal
-OF-SPAIN STEEL DRUM
週報
No. 5
January 31, 1980
Oslo OraCle
The Leaf
MBASSY, REYKJAVIK
VOLUMN 7/79
THE CAMEL LOT
THE WINDMILL
AMERICAN EMBASSY
OKYEAME
The SPEAKER... O-chig-me
ACCRA
WHIM
What's Happening in Madagascar
- an unofficial bulletin -
February 8,1980
No. 264
AMERICAN EMBASSY ANTANANARIVO

- Burma Shavings.
- The Red, White and Blue Nile News (Sudan).
- The Great Wall Gazette (China).
- East Side Story (Berlin, East Germany).
- The Talking Drum (Liberia).
- The Steel Drum (Trinidad and Tobago).
- The Camel Lot (Mauritania).
- The Tse-Tse Flyer (Gabon).
- The Bimshire Bugler (Barbados).
- Flotsam and Jetsam (Bahamas).
- The Windmill (Holland).
- The Ice Breaker (Finland).

The congolomerate also includes newspapers whose names have local roots. The Paw Paw is named for the paw paw trees that abound in Nigeria (known in the United States as papaya). Nsango Nini, in Zaire, means "what's new?" Malawi has the Zatsopano, meaning latest news. The Doctor Bird is named for the national bird of Jamaica, which we know as the hummingbird. In Brazil, three posts have named their papers for local birds: the Papagaio (parrot), Brasilia; the Periquito (parakeet), Sao Paulo; and the Tico Tico (crown sparrow), Rio de Janeiro. Mexico City has the Aztec Calender. Senegal is the place where La Palabre appears; it means palaver, and is named for the local tree under which meetings are held. Lalaykoom—a common Arabic greeting—is the name of the post newspaper in Chad. The Tegucitatler is (guess!), of course, published in Tegucigalpa, Honduras. The Mezza, which is the word for a feast of hot and cold dishes, is published in Beirut. And, getting back to the birds, there is the Tero Tero Talk, named for the noisy national bird of Uruguay.

It's rather doubtful that any of these newspapers—which report comings and goings at the posts, list events for the weekend, etc.,—could put the New York Times (or even Pravda) out of business. But many of them do have their strong points. Such as a sense of humor:

The Amman Sun recently published this recipe for elephant stew (a similar recipe appeared in the Quito Quitus):

Ambassador *Mari-Luci Jaramillo* visits an elementary school. Is she picking up material for her column in the Tegucitatler? □

1 elephant.	**200 rabbits (optional).**
20 lbs. paprika.	**1 vat of gray, groovy gravy.**

Cut up 1 elephant into bite-sized pieces (takes about 2 months). Hide the hide, but pack the trunk. Put in 15,000-quart cauldron. Cover with grey, groovy gravy. Cook over kerosene fire for five weeks at 575 degrees. Add paprika . . . it goes so nicely with grey. Serves 4,000. If more guests are expected, add the rabbits if you don't mind hare in your stew. Of course, where elephants are not roaming, you might substitute 3 camels. For added flavor, do include the humps.

Speaking of feasting, the Lagos Paw Paw recently published recipes for green pawpaw soup, green pawpaw jam and green pawpaw pickles. And the Pretoria Weekly Bulletin printed a 'round-the-world menu that included macaroni pie (Italy), Dr. Louie Liepoldt's Oyster stuffing for the turkey (South Africa), roast goose (Germany), Christmas pudding and brandy butter (United Kingdom), and festive Christmas pudding (South Africa). Also, a writer for the Baghdad Rag reported: "I think I may have taken the Barnes Gourmet Cooking award for my Fried Palm. Sounds very Middle Eastern, doesn't it? Too bad it was the palm of my left hand."

This rather interesting recipe for stuffed camel appeared in the Mogadishu Benadier:

1 camel, medium size.
1 lamb, large size.
20 chickens, medium size.
60 eggs.
12 kilos rice.
2 kilos pine nuts.
2 kilos almonds.
1 kilo pistachio nuts.
110 gallons water.
5 tablespoons black pepper, preferably freshly ground.
Salt to taste.

Skin, trim and clean the camel, lamb, and chickens, and boil until tender. (Be sure your pot is large enough before starting.) Cook rice until fluffed. Fry nuts until brown and mix with rice. Hardboil the eggs and peel them. Then stuff the chickens with eggs and rice. Stuff the lamb with five of the chickens and some rice. Stuff the camel with the lamb and more rice. Broil in large oven or near a gas flare until brown. Spread the remaining mixed rice on a *large* tray and place the camel on top. Place the remaining stuffed chickens around the camel. Garnish rice with boiled eggs and nuts. Parsley, if available, makes a nice touch!

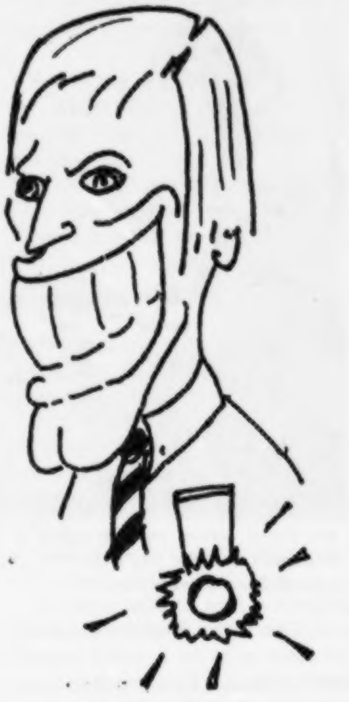
Moving on to other topics, the Georgetown Mission Messenger is one of the post newspapers that has no inhibitions about printing sensational news. Under the headline "Garlic Grows New Hair," it reported recently: "Garlic has been employed for centuries as an effective remedy for baldness or bald spots. Two methods of application are available at the Family Liaison Office." End of story.

The U.S. interest section in Baghdad had no post newspaper until February 1. On that day the first issue of the Baghdad Rag appeared—in response, editor Terri L. Duncan acknowledged, to a request from the Department NEWSLETTER requesting a copy of the post newspaper. The inaugural issue got off the a good start with this review, a la Fatso (Fatso, of course, being the NEWSLETTER's peripathetic staff gourmet), of some local restaurants:

"**AHOY, la choy.**—The one and only Chinese restaurant in Iraq opened for business in December 1979. Most of the USINT employees have made their first trip to the restaurant and have rated the place on a scale of 1 to 5 eggrolls. The outcome was a rating of 3 eggrolls based on the fact there are not any in the restaurant. A Chinese restaurant without eggrolls? No wontons, fortune cookies, or even egg drop soup. But it was unanimously voted the best Chinese restaurant in Baghdad!

"**ADIOS, canneloni.**—The USINT team dined at Baghdad's new Italian restaurant on January 1 after a day of varied entertainment. A discreet threat to the headwaiter avoided some potentially embarrassing confusion over the reservation, and left us at leisure to admire the decor, a partially successful effort to recapture the charm of old Rome through the judicious employment of stained table clothes and dirt. The virtuosity of the chef bespoke a thorough acquaintance with middle-level petroleum distillates and the creative application of substances previously thought to have no connection with the preparation of food. An early high-point in the meal came when political officer Bruner fell asleep in the minestrone soup. A full evaluation of the menu unfortunately cannot be made since a spirited rendition of the Volga Boatman by less inhibited members of the party while juggling veal piccata resulted in a request by the management to vacate the premises. The ensuing unpleasantness, chiefly revolving around the precipitous use of stuffed eggplant, makes it impossible for us to recommend this establishment."

A recent article in the Kinshasa Nsango Nini indicated that, whatever else the people at that post might be doing—or not doing—they are at least eating well. Apparently, that is. The article discussed how many calories a person could lose by engaging in a variety of activities, from dancing to jogging. On another front, in one of the better substantive articles to appear in a post newspaper, the Nsango Nini devoted four pages to advising personnel on how they could vote in their state presidential primaries.



Mr. Leach □

The Casa Capers, of Casablanca, got its name after promising a Silver Bullet Rolls Royce Bentley, with wire wheels, to the consulate staff member who came up with the best suggestion. John Drexler, resident Seabee, was the winner; he got the car; it was 4 inches long. Since then, the Casa Capers has been covering the waterfront, as it were—publishing a eulogy of the late Supreme Court Justice William Douglas; an article about George Washington, on the birthday of the first President; a profile of the gateman at the consulate; and a regular column on what's been happening in Paris, including the prices being charged there.

The chatty, profusely illustrated Budapesti Bulletin, which generally declines to be serious in its approach to each week's news, reported recently on a Meritorious Honor Award presented by the ambassador to administrative specialist Steve Leach. "All personnel," editor Boo Bailey wrote, "should be aware that Steve is now entitled to a full salute whenever he is wearing his medal in the precincts of the Marine Bar." →

***Boo Bailey*, editor, runs off copies of the Budapesti Bulletin. She's the wife of the post administrative officer.** □

The Lima Post-Despatch devotes its front page to a world news roundup. Also up front, it prints articles such as one on President Carter's call for draft registration. Then, in subsequent pages, it gets down to *real* business. It lists current prices in Washington on important items such as Jack Daniels, Big Mac and the services at Elizabeth Arden.

Louise Heuberger, having a good time in the Bern Bag, "announced" recently a new "policy" on sick leave:

"It has been brought to my attention that the attendance record of this Department is a disgrace to our gracious benefactor who, at your own request, has given you your job. Due to lack of consideration for your jobs with so fine a Department, as shown by your frequent absenteeism, the following changes are in effect as from today:

"*Sickness:*—No excuse . . . we will no longer accept your doctor's statement as proof, as we believe if you are able to go to the doctor, you are able to come to work.

"*Death* (other than your own):—This is no excuse . . . there is nothing you can do for them, and we are sure that someone else with a lesser position can attend to the arrangements. However, if the funeral can be held in the late afternoon, we will be glad to let you off one hour early, provided that your share of the work is ahead enough to keep the job going in your absence.

"*Leave of absence (for an operation):*—We are no longer allowing this practice. We wish to discourage any thoughts that you may need an operation, as we believe as long as you are an employee here, you will need all of whatever you have, and should not consider having anything removed. We hired you as you are, and to have anything removed would certainly make you less than we bargained for.

"*Death* (your own):—This will be accepted as an excuse, but we would like two weeks' notice as we feel it is your duty to teach someone else your job."

In addition, the Bern Bag recently carried this "announcement":

"*Facilities:*—Entirely too much time is being spent in the staff toilets. In future, we will follow the practice of going in alphabetical order. For instance, those whose names begin with "A" will go from 9:00 to 9:15. The "B" group will go from 9:15 to 9:30 and so on. If you are unable to go at your own time, it will be necessary to wait until the day when your turn comes again."

Among the features in the Rabat Official-Informal (also known as the "O-I") are the "Dear John letters." "John," whoever he is, was asked in a recent issue: "Why don't we get a larger cost of living allowance? Rabat is very expensive" (Letter No. 1), and: "The mail service is lousy. What can you do to make it better?" (Letter No. 2). The answers were too lengthy, and too involved, to be reproduced here.

The Camel Lot, at Nouakchott, publishes a tide schedule for surf fishermen. It also carries interviews with mission personnel, among them a recent one with Ambassador E. Gregory Kryza.

THE CAMEL LOT

***Angela Thandrayen* is editor of the Nouakchott post newspaper.** □

The Leaf, at Reykjavik, features profiles of mission personnel. Like many other post newspapers, it publishes extended articles on native customs and festivals—such as a recent two-page piece on Iceland's celebration of "The Year of the Tree." Also, like many of its sister publications, it has puzzles.

The Jidda Journal gives its readers tips on rug buying. Burma Shavings goes heavy on sports coverage—devoting lots of space to softball box scores, statistics on league batting leaders, tennis scores, etc. Tico Tico, at Rio de Janeiro, features film reviews by Dan L. Traub and medical advice by the regional medical officer, Dr. James S. Reed (he wrote recently on how to care for arches of the feet).

Ascuncion's Radio So'o (which means grapevine), in a series of spoofs recently, claimed a scoop on the reassignment of Ambassador Robert E. White, its reporter having been alerted by moving vans and packers he saw at the embassy residence.

The Quito Quitus was joined recently by another publication at the post—GO with Flo. In an attempt to assure a readership for itself, Go with FLO, in an introductory offer, promised a first prize of two snack bar burgers to anyone who could "prove he or she took the issue home." Second prize was *three* burgers. Third prize was a one-year free subscription.

A recent guest columnist in the Tegucigalpa Tegucitaler was Ambassador Mari-Luci Jaramillo, who obviously agrees that names make news. "Mrs. Peter LARA (Mimi) and son Timothy arrived in Honduras on January 30," she tattled. "Mrs. Lara will inherit a family of almost 200 Peace Corps volunteers. Farewell to Donna and Lindsey ELMENDORF and their two children. The Elmendorfs have been assigned to beautiful Kenya . . ."

Some post newspapers apparently absorb the idiom of the host country. A recent article in TWIM (This Week in Moscow) was headlined: "Skiers Unite!"

The Tepebasi Tidbits, at Istanbul, is an important morale booster at his post, consul general Robert B. Houghton advised the Department NEWSLETTER. He ranked the Tidbits as fourth in importance, behind "R&R, differential and a part-time nurse." The Tidbits, incidentally, is strong on poetry. It recently published, in translation, some of the verse of Turkish political leader Bulent Ecevit.

The Prague Administrative Notice, in a recent issue, did not list the names of its "contributing editors." It preferred, rather, to identify them as "the usual suspects."

Someone named "Ann Landers" (editor Joan Gregory?) writes for the Wellington Chancery Chatter. A recent issue carried this exchange of "correspondence":

"Dear Ann Landers:

"My invitation to the Marine Ball has come addressed to 'Ms. ---- and Escort.' Would it be correct for me to drive my Ford Escort into the ballroom? (It's the 1.3 model.)

"*Perplexed.*

"Dear Perplexed:

"As you know, I prefer not to answer inquiries of a technical nature. I therefore suggest that you consult either the embassy protocol officer or the senior Marine at post.

"*Ann Landers.*"

El Quetzal, in Guatemala, likes to report on prices in a Giant supermarket in northern Virginia.

The Great Wall Gazette, at Beijing, which always appears on pink mimeograph paper, explained why in a recent issue: "A couple of years ago Embassy Tokyo made us a gift of a large quantity of this paper, and we're still trying to use it up." Editor Geri Bender tries to be optimistic with the production end of her business. She closed a recent issue with this line: "And so I commit this product of mine to the hands of the stencil machine. Here's hoping . . ."

With glossaries usually appearing at the end of a work, this article closes with a "Dictionary of Bureaucratic Gobbledygook," lifted from Montevideo's Tero Tero Talk. The "dictionary" follows:

It is in process: so wrapped up in red tape that situation is almost helpless.

"*We will look into it:* by the time that the wheel makes a full turn, we assume that you will have forgotten about it too.

"*A project:* any assignment that can't be completed by one phone call.

"*Expedite:* to confound confusion with commotion.

"*Channels:* the trail left by inter-office memos.

"*To activate:* to make carbons and add more names to the memo.

"*Consultant or expert:* any ordinary guy 50 miles from home.

"*To implement a program:* hire more people and expand the office.

"*Under consideration:* never heard of it.

"*Under active consideration:* We're looking in the files for it.

"*To negotiate:* to seek a meeting of the minds without knocking heads together.

"*A conference:* a meeting of individuals who individually can do nothing for the purpose of concluding that nothing can be done.

"*Re-orientation:* getting used to work again.

"*Reliable source:* the guy you just met.

"*Informed source:* the guy who told the guy you just met.

"*Unimpeachable source:* the guy who started the rumour in the first place.

"*A clarification:* to fill in the background with so many details that the foreground goes underground.

"*Let's get together on this:* I'm assuming that you're as confused as I am.

"*Note and initial:* Let's spread the responsibility for this.

"*See me and discuss:* Come down to my office; I'm lonesome.

"*Will advise you in due course:* If we figure it out, we'll let you know.

"*Give us the benefit of your present thinking:* We'll listen to what you have to say as long as it doesn't interfere with what we've already decided."

—SANFORD WATZMAN ■

APPOINTMENTS

Keeley is nominated for Zimbabwe post

President Carter has nominated Robert V. Keeley, since 1978 deputy assistant secretary for African affairs, as U.S. ambassador to newly-independent Zimbabwe (formerly Rhodesia), in southern Africa.

Mr. Keeley

A former president of an importing company, Mr. Keeley joined the Foreign Service in 1956. After being detailed to the International Cooperation Administration for a year, he took language training at the Foreign Service Institute. He later held assignments as political officer in Amman, 1958–60, and Bamako, 1961–63; officer in charge of Congo (Leopoldville) affairs, 1963–64; officer in charge of Congo (Brazzaville), Rwanda and Burundi affairs, 1965–66; and State Department fellow at the National Institute of Public Affairs at Stanford, 1965–66. After a four-year tour as political officer in Athens, he was again assigned to a university — this time as a Woodrow Wilson fellow at Princeton. In 1971 he became deputy chief of mission in Kampala.

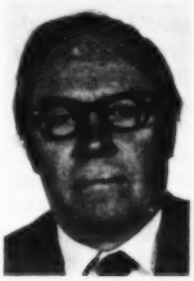
In recent years he has served as alternate director, East African affairs, 1974; deputy chief of mission in Phnom Penh, 1974–75; and deputy director, Interagency Task Force for Indochina Refugees, 1974–76. He was ambassador to Mauritius, 1976–78, before he became a deputy in the Bureau of African Affairs.

Born in Beirut on September 4, 1929, of American parents, he received a bachelor's, summa cum laude, from Princeton in 1951. He served with the Coast Guard, 1953–55. He won the Department's Superior Honor Award in 1975, and a presidential citation the following year. Mr. Keeley is a member of the American Foreign Service Association. He is married to the former Louise Schoonmaker; they have two children. □

Meanwhile, in a statement marking independence day for Zimbabwe, Secretary Vance noted that Jeffrey Davidow, who has headed the U.S. liaison office in Salisbury, would be serving as chargé d'affaires. □

G.R. Beyer is eyed for Uganda post

Gordon Robert Beyer, director since 1978 of the Department's Office of East African Affairs, is slated to be the ambassador to Uganda, the White House has announced. The post in Kampala has been vacant.

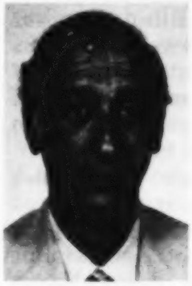

Mr. Beyer

Mr. Beyer, after serving as a first lieutenant in the Marine Corps, 1953–55, became a staff member of the President's Commission for Veterans' Pensions. He joined the Foreign Service in 1957 and was assigned as consular, economic and political officer in Bangkok. From 1959 to 1961 he was a personnel placement officer in the Department. Mr. Beyer later held assignments as consular and political officer in Yokohama, 1961–64, and political officer in Mogadishu, 1964–67. He returned to Washington as an international relations officer, and later was assigned to the National War College. After completing his studies there, he became deputy chief of mission in Dar es Salaam in 1972. In recent years he has served as deputy director for Egyptian affairs, 1975–77, and Middle East liaison officer with the U.S. delegation to the 32nd session of the UN General Assembly, also in 1977.

Born in Chicago on October 13, 1930, Mr. Beyer received a bachelor's from Harvard in 1952, and a master's from Northwestern in 1953. He won the Department's Meritorious Honor awards in 1967 and 1975. He is a member of the American Foreign Service Association, the Harvard Club of New York, the Kenwood Club of Bethesda, the Middle East Institute, and the Cosmos Club of Washington. He also is a life member of the Dar es Salaam Yacht Club in Tanzania. Mr. Beyer is married to the former Mary Winsor. They have two sons and a daughter. □

Kaufman nominated for post at UN

President Carter has named Robert E. Kaufman, economic and commercial officer in Brussels since 1977, as the new deputy U.S. representative to the UN Economic and Social Council. He succeeds James E. Baker.


Mr. Kaufman

Mr. Kaufman entered Government service as a trial attorney with the Department of Justice in 1958. The following year he joined the Foreign Service. He held assignments as consular officer in Maracaibo, 1960–61, and economic officer in Caracas, 1961–62, before becoming an international economist, and then international relations officer in Washington. From 1964 to 1965 he was a trainee in Atlantic affairs at the University of California, in Los Angeles. He then served as economic officer in Paris, 1965–67; political officer in Brussels, 1967–79; and political officer in the U.S. mission to the European Communities, also in Brussels, 1969–71. He returned to Washington in 1971 as special assistant to the counselor of the Department. Two years later he became economic and commercial officer in London, and in 1977 he was assigned to a similar post in Brussels.

Born in New York on October 29, 1930, Mr. Kaufman received a bachelor-of-science degree from the University of North Carolina in 1951, and a master's in business administration (1954) and a law degree (1958)—both from New York University. In 1953 and from 1954 to 1956 he was with the Air Force, attaining the rank of first lieutenant. He and his wife, Mercedes, have two sons. □

Flowerree is U.S. disarmament envoy

Charles C. Flowerree is the new U.S. representative to the Committee on Disarmament, in Geneva, with the rank of ambassador. He succeeds Adrian S. Fisher, who has returned to his former position on the faculty at Georgetown University.

Mr. Flowerree

Mr. Flowerree, a 1943 graduate of the U.S. Naval Academy, was a naval officer for 15 years before joining the Foreign Service in 1958. His assignments have included tours as political officer in Saigon, political counselor in Kinshasa and political officer in London. He also served as deputy political adviser to the commander-in-chief, Pacific Command, in Honolulu. After several tours in the Bureau of Politico-Military Affairs, 1974-77, he was detailed to the Arms Control and Disarmament Agency, where he was named chief of the International Relations Division in January 1977. He had also served as a deputy to Mr. Fisher at the Committee on Disarmament. ☐

Marthinsen is choice as envoy to Qatar

Charles E. Marthinsen, since 1978 director of Egyptian affairs, is slated to be the new U.S. ambassador to the State of Qatar, the White House has announced. He would succeed Andrew I. Killgore.

Mr. Marthinsen

Mr. Marthinsen joined the Foreign Service in 1955 and was detailed to USIA (now ICA). In 1957 he returned to the Department as an international relations officer, and then was assigned as economic and commercial officer in Dacca. He served as political officer in Jidda, 1962-64; economic officer in Damascus, 1964-67; and political and economic officer in Cairo, 1967-69. After another tour in Washington as an international relations officer, Mr. Marthinsen became political officer in Tripoli in 1970. From 1973 to 1974 he was assigned to the National War College, and for the next four years he was a personnel officer in Washington. In 1978, he was assigned to the Bureau of Near Eastern and South Asian Affairs as head of the Office of Egyptian Affairs.

Born in Jersey City on May 18, 1931, Mr. Marthinsen received a bachelor's from Gannon College in 1953. He had Arabic language and area training in Beirut, 1960-62. He served in the Army as a first lieutenant, 1953-55. Mr. Marthinsen is a member of Gannon College Alumni Association, National War College Alumni Association, Smithsonian Institution, Metropolitan Opera Guild and the National Trust for Historic Preservation. He is married to the former Kate Hooker; they have two sons. ☐

Pollak gets State's top labor post

Foreign Service officer Harry H. Pollack has been named special assistant to Secretary Vance and coordinator of international labor affairs. He is also serving as director of labor affairs for AID. He has succeeded Dale E. Good.

Mr. Pollak

As special assistant to Mr. Vance, Mr. Pollak advises principal officers of the Department and AID on American and international labor matters. He also serves as liaison with other federal and international agencies, and with the American and international labor movements.

Mr. Pollak joined the Foreign Service in 1962 and drew assignments with USIA (now ICA) and State in Tokyo, Brussels and London. He was labor editor of the Voice of America, 1965-66. Earlier, he was CIO associate director for international affairs, 1951-55. After the merger of the CIO with the AFL, he served in the AFL-CIO's international department — first as associate inter-American representative, 1956-58, and then as Asian representative, 1958-62. During this period he was designated by President George Meany as the organization's labor adviser to the Peace Corps.

Mr. Pollak holds a bachelor's degree from Rutgers, where he was a member of Phi Beta Kappa, and a master's in international relations from the University of Chicago. During World War II he served with the Air Force in Europe, and was awarded the Distinguished Flying Cross. He has served as vice president of the Burgundy Farm Country Day School and as visiting lecturer at American University. He is married to the former Suzette Aldon; they have two children. ☐

'Tex' Harris heads office in environmental agency

F. Allen (Tex) Harris, a career Foreign Service officer, has been named director of the Environmental Protection Agency's Office of International Activities. He had served as special assistant for international environmental matters to the agency director, 1974-77. During that period Mr. Harris was U.S. coordinator of a NATO committee that conducted multilateral pilot studies on pollution control, energy, transportation and health.

Mr. Harris

Joining the Foreign Service in 1963, Mr. Harris has held assignments as first secretary in the political section, Buenos Aires; attorney, Office of the Special Trade Representative; international economist, Bureau of Economic and Business Affairs; special assistant to the Department's legal adviser and to the chairman, U.S. Law of the Sea Task Force; and political officer in Caracas. He also served with the SALT Working Group and in the Office of Public Programs.

Born in Dallas, Mr. Harris received a bachelor's, with honors in politics and philosophy, from Princeton. He also received a law degree from the University of Texas. He is married to the former Jeanie Roeder; they have three children. ☐

Senate confirms 5 for Panama Canal board

The Senate has confirmed the nominations of five persons to the board of the Panama Canal Commission—Michael Blumenfeld, assistant secretary, Army; John Alden Bushnell, deputy assistant secretary for inter-American affairs, State; John W. Clark, of Clark Maritime Associates; Clifford Bradley O'Hara, Port Authority of New York and New Jersey; and William Sidell, of the Carpenters Union, AFL-CIO. ☐

Hansell: adviser to Linowitz

Herbert J. Hansell, former legal adviser of the Department, has been nominated for the post of senior adviser to Ambassador Sol M. Linowitz, the President's personal representative for Middle East negotiations. Mr. Hansell, a Cleveland lawyer, would have the personal rank of ambassador. ☐

Overseas investments

President Carter has announced his intention to nominate Dean R. Axtell, a Park Forest, Ill., businessman, as executive vice president of the Overseas Private Investment Corp. He would succeed David Gregg, who has resigned. ☐

Overseas investment board

Deane R. Hinton, assistant secretary of state for economic and business affairs, and Luther H. Hodges Jr., deputy secretary of commerce, have been named by President Carter as members of the board of the Overseas Private Investment Corp.☐

Stromayer named coordinator

James Stromayer, of the Bureau of International Organization Affairs, has been named the U.S. coordinator for the UN Conference on New and Renewable Sources of Energy. ☐

Walker is senior deputy

Lannon Walker is the new senior deputy assistant secretary for African Affairs. ■

LA PAZ—Ambassador *Marvin Weissman*, left, presents his credentials to Bolivian President *Lydia Gueiler Tejada*. ☐

FOREIGN SERVICE FAMILIES

'Tandem' teams complicate the assignment process

How do you get husband and wife to the same post?

Mr. and Mrs. Constable, **in Pakistan.** □

"WILL MY WIFE AND I get assignments at the same post?"

"Does my career or my family come first?"

"Does his tour of duty match mine?"

"Which of us will go on leave without pay?"

"Will one of us have to leave the Service?"

"Whose career gets priority—hers or mine?"

These questions loom for some 366 people at State who are in a "tandem couple." That is, they are worldwide-available State employees who are married to worldwide-available employees of either State, AID or ICA. Tandem employees represent about 5.3% of State's 6,794 worldwide-available population. Growing professionalism among women and the increasing number of working couples make the tandem issue one that demands serious consideration. The Department is studying the matter and is trying to come up with a consistent and fair policy for handling the assignment problems involved.

Current policy is to "make every reasonable effort to assign both members of a couple to the same posts in positions appropriate to their class levels and qualifications." (Foreign Affairs Manual, Volume 3, Section 141.6). But this is, of course, more feasible for officers who are in the early stages of their careers than it is for more advanced career couples.

"In the early stages of a career, you can hold out for a slot and get it," says Teresita Schaffer, deputy director for Pakistan, Afghanistan and Bangladesh affairs. Her husband, Howard Schaffer, is director of Bhutan, Indian, Maldives, Nepal and Sri Lankan affairs. Both of them are in the Bureau of Near Eastern and South Asian Affairs. "Later on though, the mechanics become difficult," Ms. Schaffer says. "Couples must decide which assignment is most important, and whether it's more important to keep together or pursue the best career opportunities. With us, it's more important for the family to be together. The system shouldn't make those decisions; couples have to face them. So far, the choices have been easy for us."

Sometimes, the choices are not so easy:

"My husband and I do not expect ever to serve overseas together again," says Elinor Constable, director of the Office of Investment Affairs in the Bureau of Economic and Business Affairs. She is the wife of Peter Constable, a deputy assistant secretary in the Bureau of Near Eastern and South Asian Affairs. "At our levels," she says, "it would be almost impossible for the Department to assign us together. We plan to serve at separate posts and have accepted this as a part of serving in the Foreign Service at this point in our careers."

The alternative to serving separately is for one member of the tandem couple to go on leave-without-pay (LWOP) status. Since 1973, about 47, or 13%, of the tandem employees have been on LWOP for some period of time. Attitudes among these couples vary:

"My husband would love for me to go LWOP so we could remain together," says Ms. Constable. "But he understands why I don't want that. Before 1973, I spent three tours abroad as a dependent spouse and I don't intend to do it again. *His* going LWOP is just too wild for either of us to think about."

On the other side of the LWOP coin are couples like Steve and Mary Muller and Larry and Suzanne Butcher.

"Either of us would be willing to go LWOP," says Mr. Muller, now serving in the Bureau of Economic and Business Affairs. His wife is a librarian with ICA. "We've talked about it and accepted it," he says.

Mr. Butcher, an economic/commercial officer in the Bureau of Inter-American Affairs, Office of East Coast Affairs, has already been on LWOP. "I took LWOP in 1979. It was my turn—she had already had LWOP," says Mr. Butcher. His wife is an international relations officer in the Bureau of Inter-American Affairs, Office of Andean Affairs.

George and Geraldeen Chester, now stationed in Panama, anticipate problems in making future decisions on LWOP. "If faced with serving separately, one of us would go LWOP or leave the Foreign Service," says Mr. Chester. "As to which of us would go LWOP, our assumptions may be different. It would put the marriage under tremendous strain. My wife is not in this just for spending money. She's in it for a career. If she weren't, it would be easy." He is a political/military affairs officer; she is an economic/commercial officer.

Because of the availability of staff positions overseas, leave-without-pay status doesn't seem so urgent a problem to Foreign Service secretaries like Kathleen Allitto, wife of Foreign Service officer Tony Allitto. They are just finishing a Washington assignment and are in transit to Singapore, where he will be political officer and she will be secretary to the deputy chief of mission. "I would be willing to take a PIT (part-time, intermittent, temporary) position until something opened up," says Ms. Allitto. "I can't believe there wouldn't be a job opening during a whole tour. At a large post, there would probably be a couple of turnovers." This seems to be an advantage of being a staff member—or, specifically, a secretary—in contrast to an officer. Of the tandem employees, 61%, or 223, are in the FSO/RU/R category; 39%, or 143, are staff employees.

S/S VOLENDAM
HOLLAND-AMERICA

Mr. and Mrs. Allitto. □

One Department concern in arranging tandem assignments, especially at overseas posts, is that complications arise when vacancy dates and tours of duty do not coincide. Often tandem employees apply to curtail or extend their tours, to synchronize tours with spouses.

"Unless the Department can give flexibility in extending and curtailing tours, the tandem issue becomes a dead letter," says Ms. Schaffer. "Adjusting tours is done for a variety of other reasons, why not this one?"

Without that flexibility, Ms. Schaffer could have been faced with separation from her husband when he was abrubtly transferred from Islamabad. "One day the Department said: 'Don't look now, but we want your husband in New Delhi immediately,' " Ms. Schaffer recalls. "Two weeks later, he was in New Delhi. I was released from my assignment in Islamabad two months later and had to find an assignment in New Delhi. His being transferred so suddenly made me realize how vulnerable my carreer was to the vagrancies of the assignment process."

Many single employees, or employees married to spouses not in the Foreign Service, say they feel cheated by the assignment system and its perceived leniency and preferential treatment for tandem couples. They not only feel slighted when competing with tandem employees for individual job openings; they also feel as though tandems have a better chance for assignments in the larger "nonhardship" posts. Of the tandem minority, 66%, or 242, are assigned abroad, with 59% serving in nonhardship posts and 41% at hardship posts. In comparison, of the total Foreign Service population serving abroad, 50% are at hardship posts. Thirty-six percent of the tandem employees assigned abroad are in European posts; 21% in Western Hemisphere posts; 19% in the Near East and South Asia; 13% in Africa; and 12% in East Asia and the Pacific.

"I understand that single assignees might feel slighted when there is an assignment that one person is well-qualified for and the tandem person gets the job," says Mr. Chester. "But at the same time, there are lots of jobs where I can't compete because there is no 'dual' available. Paired jobs are the only ones I consider. So, in a way, I may have an unfair advantage."

Mr. Butcher also feels that he understands the resentment of single assignees, but does not think it is well-founded. "I think resentment exists on dual allowances," he says. "But the current policy seems fair. It's extra work for personnel officers, but that's not preferential treatment."

Reflecting on the fact that the availability of staff positions overseas makes tandem assignments less of a problem for officer/staff couples, Ms. Allitto says: "If a single staffer gets a job before me, it doesn't bother me. I could take a PIT job for awhile. But I would expect to have the next job that opened."

"One problem is that there is little communication," says Mr. Muller. "One doesn't always know the reasons that a certain assignment was made. Sometimes people fantasize about it, blaming their loss of a position on a tandem assignment, but they don't really know the answer all the time."

Mr. Muller represents a minority among tandem couples. He is one of 15 State tandem employees married to an employee of ICA. In more of a minority are State tandems married to AID employees—there are only 11.

"It's a benefit that ICA is small," says Mr. Muller. "It makes coordination of assignments easier. Also, with State couples there is a nepotism problem which doesn't exist with an ICA employee. The professional problem with our marriage is that my wife is a specialist—a librarian. Only certain posts have openings in her speciality."

Department concerns appear to include a need to broker career-interest conflicts that should be resolved within the family. Many spouses ask to switch their status from employee to dependent when this is convenient, and refuse to accept the terms of employement requested of all other employees. "It is essential that couples approach the situation in the *most* professional way," says Ms. Constable. "Couples need to be 'above reproach.'"

"There is a peculiar attitude," says Mr. Muller. "Some couples think the Department has an obligation to them. We don't have that attitude. We hope our agencies try to satisfy us, but we're not going to impose upon the Foreign Service to assign us together."

"I think the Government in the long run saves money on tandem couples," Mr. Muller continues. "Couples don't spend as much in housing, education or shipping costs as two separate people. But the De-

Mr. **and** *Mrs. Schaffer* **with sons** *Kim,* **left, and** *Michael.* □

partment must accept tandem couples on principle, not on economic issues and advantages."

Does employment of both spouses in the Foreign Service put additional strains on the marriage? Not according to Ms. Allitto: "If we weren't both in the Foreign Service, it would be next to impossible. I can go home a raving lunatic about something that's going on at work and he understands; he even knows the people involved. It's been a good experience . . . very positive."

Ms. Schaffer agrees: "For us, if anything, it's been a plus."

"Both spouses working puts a strain on any couple," says Mr. Butcher. "If anything, it's easier with both being in the Foreign Service."

"We're so much better off than Foreign Service people whose spouses are professionals and not in the Foreign Service," says Mr. Chester. "We have many friends here that are getting divorced because the wife works and doesn't want to go overseas. With both in the Foreign Service, even with the aggravations, it's a much better situation."

In viewing the tandem issue as a fact of life, the question arises as to whether tandem status should be included as one of the many deciding factors involved in assignments. In a memo to Under Secretary Ben Read, the Office of Equal Employment Opportunity raised the question: "Does it really make any difference whether the final deciding factor among qualified candidates is school-age children, an employee's need for a certain type of experience, or making possible a tandem assignment?"

Representatives of the Women's Action Organization believe that an equitable assignment system should include keeping a family together, along with other positive factors in making assignment decisions.

The Forum of the Association of American Foreign Service Women believes that the Department must encourage the tandem Foreign Service couple as part of recognizing changes in American societal needs, and as a necessary means of continuing to attract highly-qualified and motivated personnel.

These points of view will be considered by the Department as it decides on its next step in dealing with the tandem issue.

—Donna Gigliotti ☐

'Art gallery' in Room 5250 of the Department

Children who enter the Office of Algerian, Libyan, Moroccan and Tunisian Affairs—Room 5250—are given the honor of displaying their drawings on the wall behind Mary Ann Rackey's desk.

"It all started when Ambassador James Bishop, the former office director, brought his eight-year old daughter, Beth, into the office on a Saturday," said Ms. Rackey, a secretary. "I gave her things to draw with and then hung one of her drawings on the wall behind my desk. From then on, as other children came in, they too wanted paper and pencil. Especially evacuee children. Like Heidi and James Hooper (children of FSO James R. Hooper and his wife Sylvia, evacuated from Tripoli and now in London). Their drawings are up there," said Ms. Rackey, while pointing out the Hooper masterpieces.

The artists featured in Ms. Rackey's gallery range in age from four to nine. "People come in and comment on it all the time—they think it's wonderful," said Helen Miller, another office secretary. She is the mother of Andrea and Robbie Miller, two of the featured artists. ☐

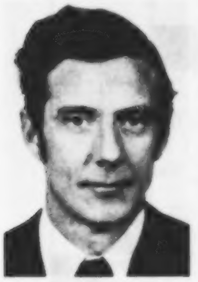
Mary Ann Rackey and her collection.
(Photo by Donna Gigliotti) ☐

Here's your 'Memo of the Month' (for May)

By Thomas F. O'Herron

The author of this month's gem is a U.S. trade policy officer in Brussels. What follows is the text of a memorandum he sent to Kate Aubert and Elizabeth Adams in the personnel section. Subject: Family Liaison Office.

IT HAS COME to my attention that you are working to obtain funding (previously called money) for certain activities of your office, and that you are also soliciting suggestions for a more appropriate name for the office, which in fact is a service bureau for all members of the American community in Brussels, not just families. Of course, for a time after the adoption of a new name, it will be necessary to have some reference to the current name (FLO) as well, since that name is already recognized quite widely.



Mr. O'Herron

The name "Community Liaison Office" comes to mind as a possibility. However, the acronyms which would be used to identify one regional or national office may not always be welcome. The Community Liaison offices for Northern Europe, for instance, would be CLONE; the one for Turkey would be CLOT; the ones for Southern Europe would be CLOSE; the one in Yugoslavia would be CLOY.

In addition, the term Community Liaison Office is non-descriptive. With what does it have a liaison? What is the community in the first place? In addition to the sleazy double-meaning of the word liaison, it is damn difficult to spell. More importantly, its use tempts people to fall into the linguistically revolting trap of using "liaise" as if it were a verb (or even a word at all), as in "This Office liaises with the Management Office of Overseas Schools (MOSS)." Of course, the kind of person who speaks this way is also likely to be using the latest, pre-rusted bureaucratic jargon like "shooting myself in the foot" (such folk should be encouraged to aim higher).

It thus seems that Community Liaison Office is not an appropriate title for your office. Since you offer a wide range of services and activities to the American community, and would indeed extend your help to non-Americans as well, I suggest you simply call your office Everybody's Bureau. Your letterhead would thus be EVERYBODY'S BUREAU (EBB), formerly FLO. ■

Blachly's May quiz: Creatures

(Answers on Page 45)

By Fred Blachly

As we all know, there are vast differences between seeing and creative imagining. Historically, then, it's not been surprising that people who actually saw a dugong reported they had seen a "mermaid," or that people who saw St. Elmo's fire reported having seen "an angel with a halo." Who knows what, if anything, was seen in Loch Ness long ago? A "monster" was reported, but its existence remains unconfirmed. Imagination plays such a large part in our daily lives that we often forget the unreality of our own inventions. Listed below are dictionary definitions of 10 well-known, but imaginary, creatures. Can you identify them? (With the helpful hints, a score of 80 or 90 should be fairly easy.)

1. "An enigmatic monster in ancient Greek mythology having typically a lion's body, wings, and the head and bust of a woman." (There are two of these outside the Scottish Rite Temple on 16th Street in Washington, D.C.)

2. "A fabulous animal typically half eagle and half lion." (There is one of these on top of the Corcoran Gallery of Art, near the White House.)

3. "A fabulous animal generally depicted with the body and head of a horse, the hind legs of a stag, the tail of a lion, and a single horn in the middle of the forehead." (Ask any Briton about the national heraldry.)

4. "A fabulous animal usually represented as a monstrous winged and scaly serpent or saurian with a crested head and enormous claws." (St. George, where are you?)

5. "A winged horse that in Greek mythology caused Hippocrene to burst forth from Mount Helicon with a blow of his hoof." (Your friendly Texaco dealer knows him well.)

6. "A fabulous marine creature usually represented with a woman's body and a fish's tail." (Come, now, you didn't expect a hint for this one, did you?)

7. "One of a race of giants in Greek mythology with a single eye in the middle of the forehead." (Odysseus encountered one of these on the way home from Troy.)

8. "Half man and half horse." (Pictures of this creature are often found on antique Greek vases.)

9. "A sylvan deity of Greek mythology often represented with the tail and ears of a horse and fond of Dionysian revelry." (This fellow was insatiable and had a medical condition named after him.)

10. "A mythical being of folklore and romance usually having diminutive human form and magic powers." (Cinderella had one for a godmother.) □

DIPLO-CROSTIC No. 4

By Carol Becker
Department of State Library

DIRECTIONS

To solve this puzzle, write the *Words* that you can guess from the *Definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *Words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *Word* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No.3" appeared in the March issue; the solution was in the April NEWSLETTER.)

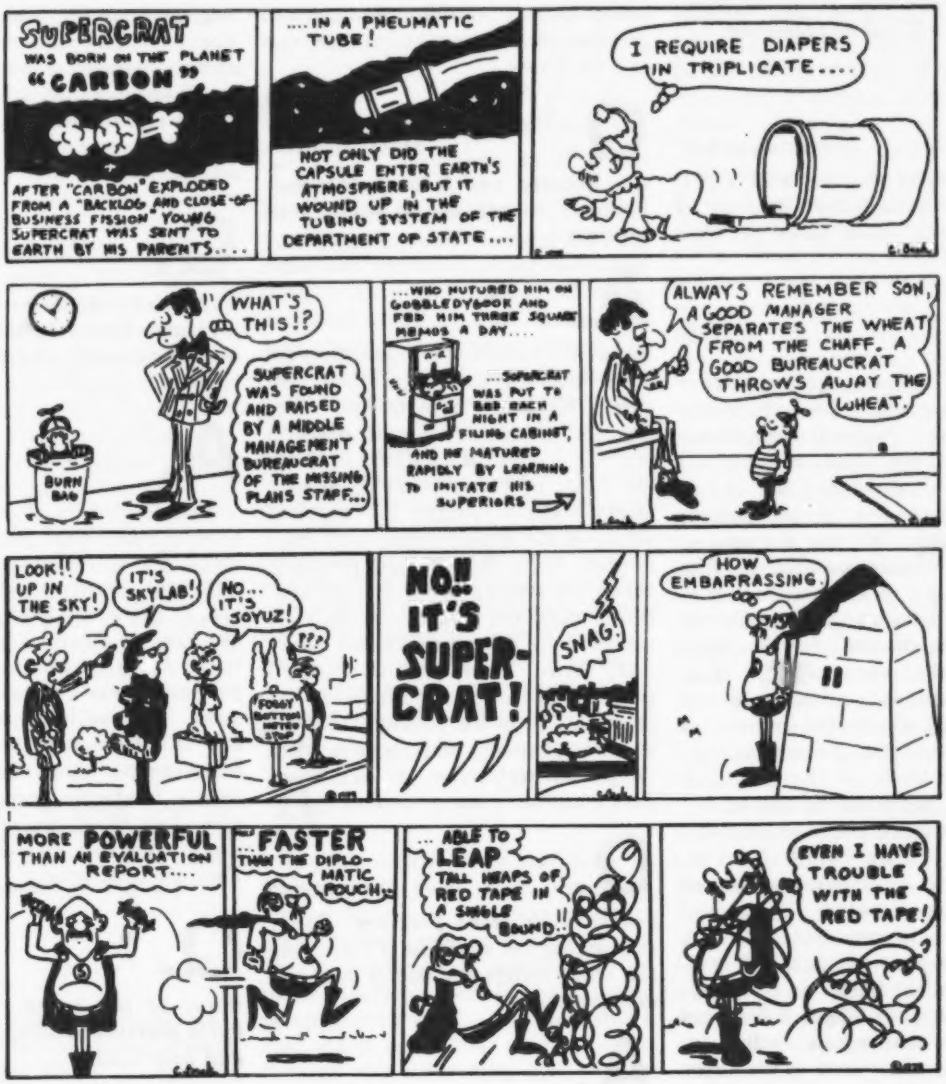
1L	2I	3M	■	4G	5a	6W	7K	8O	9N	■	10D	11X	12G	13S	14H	15F	■
16R	17Z	■	18N	19B	20K	21P	22R	23E	24Q	25S	26D	■	27N	28U	29C	30I	31S
32O	■	33a	34O	■	35M	36K	37Q	38H	39F	40A	■	41X	42P	43M	44K	45a	46B
47Z	48C	■	49O	50G	51X	52a	53K	■	54L	55E	56P	57Q	58W	■	59Q	60L	61N
■	62K	63I	64B	65G	66Y	67U	68C	69T	70O	71L	■	72T	73a	74L	■	75U	76D
77P	78Y	■	79C	80X	81V	82W	83L	84G	85Q	■	86Y	87H	88Z	89K	90E	91O	92B
93U	94Q	■	95R	96T	■	97G	98M	99N	100R	101O	102F	■	103X	104P	105Q	106V	107Z
108D	109G	■	110N	111J	112K	113M	114E	115V	116L	117Z	■	118Q	119M	120K	■	121P	122O
123T	124a	125W	126R	127S	128Y	129C	■	130X	131O	132P	■	133J	134B	■	135Y	136O	137D
■	138Z	139M	140F	141A	■	142N	143L	■	144L	145V	146N	147G	148E	■	149Z	150B	151N
152R	153J	■	154D	155X	156O	157B	■	158F	159W	160B	161X	162a	163C	164A	165I	■	166I
167Q	168Z	169F	170T	171L	172R	173M	174A	175X	■	176A	177F	178U	179X	180D	181J	■	182S
183L	■	184L	185M	186P	187Q	188T	189a	190D	■	191N	192J	■	193P	194S	195G	196C	■
197U	198M	199O	■	200R	201O	202N	203L	■	204A	205Y	206H	■	207N	208S	■	209V	210L
211Q	212V	213K	214E	215J	■	216O	217Y	■	218B	219R	220S	221V	222Z	223I	224K	225Q	226L

DEFINITIONS	WORDS
A. Meanders	141 204 164 40 174 176
B. A Dutch word meaning "stammerer" or "stutterer"	218 150 134 160 92 46 64 19 157
C. Snob; Brahmin	129 48 68 196 29 79 163
D. Politically, take an equivocal position on an issue	137 154 108 10 26 190 180 76
E. Breaks out; finds vent	90 148 55 214 114 23
F. A village known for its stalactites as well as its cheese	102 177 39 169 15 158 140
G. Ecstatic; elated	50 65 4 97 195 12 109 147 84
H. "...he perceived that it was out of ______ that the chief priests had delivered him up." (*Mark* 15:10)	87 14 38 206
I. Ditch	166 223 63 30 165 2
J. Ex-judge and baseball commissioner	111 153 192 181 133 215
K. Some manuscripts are	89 36 7 213 62 224 20 112 53 44 120
L. Tanzania, Zambia, Botswana, Angola, and Mozambique	143 116 74 171 184 60 210 83 183 226 1 54 144 203 71
M. Faint illumination of the moon not caused by the sun	35 139 185 43 198 113 98 173 119 3
N. Another probable victim of Soviet aggression	142 61 99 202 110 191 18 151 207 27 146 9

DEFINITIONS	WORDS
O. Raquel Welch film	34 136 131 8 156 208 70 101 122 91 216 32 201 49 199
P. Witty French Ambassador to U.S. during World War I	193 104 121 21 186 77 42 56 132
Q. Accessories for diplomats	187 24 57 118 211 85 167 225 59 94 37 105
R. Albert Schweitzer said that any profound view of the world is ______	16 219 100 126 22 172 95 200 152
S. "______ sends greetings to you." (2 *Timothy* 4:21)	25 127 182 194 31 13 220
T. Scattered	69 188 123 170 72 96
U. "Conduct yourselves wisely ______ outsiders" (*Col.* 4:05)	197 178 75 28 93 67
V. It is often buried	209 81 221 212 145 115 106
W. "To whom do lions cast their gentle looks? Not to the beast that would ______ their den." (*Henry VI*, Pt.3, Act 2, Sc.2)	6 58 82 159 125
X. If confined to the joints this disease is called arthritis	11 155 51 179 41 130 80 161 175 103
Y. John Hay kept us out of this one	86 66 78 217 135 205 128
Z. A level open place for driving or promenading	222 117 138 88 47 168 107 149 17
a. Neighbor of Word L.	45 73 33 5 189 162 124 52

Happy birthday, dear Supercrat, happy birthday to you!

THE SAGA OF SUPERCRAT embarks on its second year in this issue of the NEWSLETTER. As the editors assured you last May, Supercrat is (believe it or not) a strictly fictional character—and any resemblance you see between him and any high-ranking person in the Department of State is merely going to get you into a lot of trouble. Supercrat's Frankenstein is William G. (Chip) Beck, who joined the Foreign Service in 1977. The cartoonist has never disclosed, either publicly or privately, where he encountered the model for Supercrat—in Washington or in African posts where he has served. This anniversary is a fitting time to recall the birth of Supercrat, as documented by Mr. Beck in May 1979. A rerun appears below. For the latest adventures of Supercrat, see the page which has been reserved for him—the inside back cover. ■


SUPERCRAT WAS BORN ON THE PLANET "CARBON"
AFTER "CARBON" EXPLODED FROM A "BACKLOG AND CLOSE-OF-BUSINESS FISSION" YOUNG SUPERCRAT WAS SENT TO EARTH BY HIS PARENTS....
....IN A PNEUMATIC TUBE!
NOT ONLY DID THE CAPSULE ENTER EARTH'S ATMOSPHERE, BUT IT WOUND UP IN THE TUBING SYSTEM OF THE DEPARTMENT OF STATE....
I REQUIRE DIAPERS IN TRIPLICATE....
WHAT'S THIS!?
SUPERCRAT WAS FOUND AND RAISED BY A MIDDLE MANAGEMENT BUREAUCRAT OF THE MISSING PLANS STAFF...
BURN BAG
...WHO NUTURED HIM ON GOBBLEDYGOOK AND FED HIM THREE SQUARE MEMOS A DAY....
A-A
...SUPERCRAT WAS PUT TO BED EACH NIGHT IN A FILING CABINET,
AND HE MATURED RAPIDLY BY LEARNING TO IMITATE HIS SUPERIORS
ALWAYS REMEMBER SON, A GOOD MANAGER SEPARATES THE WHEAT FROM THE CHAFF. A GOOD BUREAUCRAT THROWS AWAY THE WHEAT.
LOOK!! UP IN THE SKY!
IT'S SKYLAB!
NO... IT'S SOYUZ!
???
FOGGY BOTTOM METRO STOP
NO!! IT'S SUPER-CRAT!
SNAG!
HOW EMBARRASSING.
MORE POWERFUL THAN AN EVALUATION REPORT....
...FASTER THAN THE DIPLOMATIC POUCH...
... ABLE TO LEAP TALL HEAPS OF RED TAPE IN A SINGLE BOUND!!
EVEN I HAVE TROUBLE WITH THE RED TAPE!
C. Beck

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.* ☐

Q. **SOUTHEAST ASIA**

Are high blood pressure and hypertension the same thing? Why do we hear so much about blood pressure these days?

A.

I've waited a few weeks to answer your question and a few others that follow. May is National High Blood Pressure Month. Yes, high blood pressure and hypertension *are* in fact the same thing. We use the phrases interchangeably. We hear and read so much about this disease because of its frequency. It can be a quiet killer. Often, there are no symptoms. People can have the disease, feel perfectly well—and then suddenly die. High blood pressure is the primary cause of more than 20,000 deaths in America each year. And the disease *contributes* to hundreds of thousands of deaths from heart attacks and stroke. Having high blood pressure increases susceptibility to the No. 1 (heart attack) and No. 3 (stroke) causes of death. An estimated 23 million Americans—or one out of every seven adults—have high blood pressure. Its a silent killer, as I've said, because in its early stages it produces no symptoms that require medical attention. Only after years of the stress it places on the heart, lungs, and blood vessels does this disease result in major complications—such as stroke, heart attack, heart failure, or kidney failure. As a result, high blood pressure produces premature disability and death in hundreds of thousands of our citizens each year. I would say that the disease constitutes a widespread epidemic in this country Yet once it's detected, it can usually be controlled. Required are early detection and treatment. When was the last time *your* blood pressure was checked? I encourage you to visit the health unit at your post for a blood pressure check if you haven't had one in over a year.

Q. **MEDITERRANEAN**

Are nervous and tense people particularly susceptible to high blood pressure?

A.

Not at all. You can be a calm, relaxed person and still have high blood pressure. The term "hypertenson" does not refer to being nervous or upset. It refers to a physical condition in which the force of blood pressing against artery walls is simply too high. If someone has hypertension, they can't control their high blood pressure solely by staying calm and relaxed. Blood pressure control can only be achieved by proper treatment. Nervous, tense, calm and/or tranquil people—all can be hypertensive. If a person is, he or she should follow the doctor's treatment plan on days when the patient feels great, as well as on days when he or she is tense or upset.

Q. **WASHINGTON**

I have high blood pressure. Can I skip taking the medicine if I'm doing the other things the doctor has recommended?

A.

No, sir! If your doctor has put you on medication, you *must* take it regularly to lower your blood pressure. Doctors may tell patients to cut down on salt, to lose weight, to stop smoking, to exercise more, and to relax . . . and for some people this may help lower the blood pressure. But for heaven sakes, don't try to choose your own treatment plan! Talk to your doctor about your overall treatment program. If you're on medicine keep taking it *while* you're following the other recommendations. Treatment is a lifelong process. There are no shortcuts. You can't pick and choose the parts of the treatment regime that you prefer. You must work closely with your doctor and follow the blood pressure control program diligently and conscientiously.

Q. **WASHINGTON**

I've been told I have high blood pressure. Can I be cured, if things work out well, and the treatment stopped?

A.

Highly unlikely. In almost all instances high blood pressure can't be cured. But it *can* be controlled. Daily treatment usually must continue for life, to get your blood pressure down and keep it down. You must understand that a person with high blood pressure doesn't always have symptoms. You can look and feel terrific and still have high blood pressure. Some people think that, when they have a headache, feel dizzy or anxious, their blood pressure is up—and that's when they take their medicine. They are dead wrong.

Q. **ARFICA**

What do the numbers mean in a blood pressure reading? What's good and what's bad?

A.

Blood pressure readings are recorded

as 120/80; 146/86; 106/68; 182/110; 166/108; 146/96. The first three readings are acceptable normal ranges; the last three indicate that the patient probably requires treatment. The first, or top, number measures the maximum force of your heartbeat pushing blood from the heart into the vessels—this is what we call the systolic pressure. The second, or bottom, number measures the pressure when your heart is at rest between beats—we call this the diastolic pressure. Your blood pressure goes up and down depending on what you're doing. But if it stays high all the time (in adults that's usually anything over 140/90), it means there is too much pressure or strain on your heart and blood vessels. The numbers aren't absolutes; they can change as your activity changes. But a diastolic pressure consistently over 90 indicates the need to consult a physician. If your readings are regularly normal, you should still have your blood pressure checked every year or so. The only way to know whether it's too high is to have your blood pressure measured by someone specially trained. For people assigned to Washington, by the way, a quick visit to one of our health units in Main State, ICA or at the Foreign Service Institute will be worth your time and effort. Our professional nursing staff will be happy to check your blood pressure for you. If you're assigned overseas, the same thing can be accomplished by a trip to your post's health unit, or in a check by your regional medical officer when he or she next visits your post.

Q. WASHINGTON

There was a lot of media coverage last month about new research on hypertension. To the layman, what was the significance of that news?

A.

The fact that 11,000 Americans were involved in the recent extensive study by the National Heart, Lung, and Blood Institute was the key to credibility of the institute's findings. The study suggested that lower diastolic blood pressures (in the 90-104) range should indeed be treated. Previously, in many instances, these lower readings were considered only mildly elevating, and the patients were thus not subjected to any treatment program at all. The study strongly inferred that deaths from *all* causes could be reduced by 20% if patients with mildly-elevated blood pressures were treated. And the study also pinpointed the special risks that blacks with hypertension face, and therefore, the benefit of more aggressively treating blacks with mild to moderate hypertension. In essence, the study will probably encourage more doctors to treat patients with only mild hypertension.

Q. WASHINGTON

For quite a long time, most of the soap dispensers in the lavatories of the Department have been broken. Recently, the number not in working order has increased to the point that there is often no washing substance available at all in many lavatories. Sometimes, the cleaning crews will leave a small bar of soap, but they're quickly used up or disappear. Or they are left, frequently, full of the last user's dirty soapsuds. Could you use your authority to insist that the soap dispensers be promptly restored to working order? It would be ironical if State's employees were to survive the viral and bacterial infections of so-called lesser developed countries all around the world, only to succumb to diseases and infections right here in the Department–simply because we are unable to wash our hands.

A.

I do agree with you that attempting to get soap from many of the dispensers around here is a frustrating experience. In the lavatory I use, there's one that chronically remains full of the soap solution because the valve or pump doesn't work. I've found that I can stick my little finger down through the filler hole and extract enough of the soap to do a reasonable cleaning job. But advancing age, and the development of a little arthritis in my interphalangeal joints, make me wonder how long I'll be able to do this. The situation you describe does have serious public health implications. I've passed your query on to the building maintenance staff, with the not-at-all facetious suggestion that a soap dispenser specialist (on the order of the team that replaces the fluorescent bulbs) be developed, and that the team keep the soap flowing. □

DR. DUSTIN'S HEALTH HINTS

Choking on food is the seventh leading cause of accidental death in the United States. Every year, more people die by choking than are killed in aircraft accidents, or by poisonous snakes, lightning or electrical shock. Deaths can be prevented if you learn how to recognize the symptoms, and how to perform a simple maneuver which could, someday, help you save a life. When a piece of food lodges in the throat and prevents breathing, the victim usually has only four to six minutes before suffering permanent brain damage from lack of oxygen.

Among infants, choking leads all causes of accidental death. Toddlers and children choke because they do not chew properly, or they take in food or objects in their mouths while playing. The most common causes of choking among adults include difficulty in chewing because of missing teeth or loose-fitting dentures, with the victim frequently gulping large pieces of unchewed food, especially meat. Sufficient alcohol intake also affects judgment and tends to numb the senses of the throat and swallowing mechanisms, thus resulting in choking.

Stroke and heart attack victims, if conscious, can usually breathe and talk. A choking victim is not able to breathe or speak. Soon after the first symptoms appear, the victim will start to turn blue or lose consciousness. An extremely effective procedure to save a choking victim is called the Heimlich Maneuver. This technique was developed by a Cincinnati surgeon, Dr. Henry Heimlich. It has saved hundreds of lives. If you see someone choking, follow these steps:

1. Send someone for help, but don't wait for it to come. →

2. Ask the victim to speak. If he or she is conscious but unable to utter a word, you can be reasonably sure that the person is choking.

3. Put your arms around the victim's midsection. Make a fist with one hand and clasp it with the other. Place the fist against the victim's abdomen, just above the navel and below the rib cage.

4. Press in forcefully with a quick upward thrust. Repeat several times. This pushes the diaphragm up, compressing the lungs, and should force the object out of the windpipe.

5. After the obstruction is removed, if necessary you should restore breathing by artificial respiration. Keep the patient warm and quiet. Seek medical attention. If the person is unconscious and too heavy to lift, roll the victim over on his back. Straddle the person and place the heel of your hand between the naval and rib cage, and push in and up. Turn the victim's head sideways and use your finger to remove any substance from the mouth. These measures may be used on children and adults. Infants and small children should be held upside down, over the arm of the rescuer, and then struck between the shoulder blades. ☐

MEDICAL SERVICES—*Marva Gullins*, a medical technologist, demonstrates procedures in the parasitology lab, at the recent medical laboratory open house. *(Photo by David Humphrey, Visual Services).* ☐

MEDICAL SERVICES—Technologist *Dolores Wisecarver* demonstrates blood chemistry testing machine at the recent medical laboratory open house in the Department. *(Photo by Donna Gigliotti)* ☐

Personnel urged to make dental appointments

(From the Foreign Service Medical Bulletin)

Overseas medical personnel should encourage their patients to make appointments with their hometown dentists as soon as their home leave travel schedules are confirmed. Even if they have an up-to-date physical exam and current medical clearance for onward assignment, the opportunity for a dental review during home leave should not be missed. Employees and their family members should be reminded that a medical clearance is just that, a medical clearance! A medical clearance does not address the dental status of an employee or family member. Everyone should be encouraged to make routine dental visits an integral part of their busy home leave schedule.

In addition, personnel traveling to R&R posts should take the initiative to seek a review of their dental status while in sophisticated centers where dental care is available. ☐

Alcohol Awareness Program

Alcohol and your unborn baby

The following is a condensation of a pamphlet published by the National Institute on Alcohol Abuse and Alcoholism.

For most women, pregnancy is a time of intense, often mixed feelings. There are the good feelings of anticipation, pride, and excitement— then the fears and doubts. Among them, the strongest perhaps is: "Will my baby be born with some kind of physical or mental problem?" There are a number of things women can do during pregnancy to increase the chances of delivering a healthy baby—regular prenatal checkups, a nutritious diet. But a prospective mother also should be extremely careful about the kinds and amounts of drugs she takes. In addition to many illegal drugs, several legal drugs are known to cause birth defects when taken during pregnancy. Recently, our most popular legal drug—alcohol—has been added to the list.

Alcohol: a powerful drug

Alcohol is so taken for granted in our society that most of us don't even think of it as a drug. Yet whenever we have wine with a meal, a gin and tonic at a party, or a beer with the late movies, we are consuming a central nervous system depressant that affects nearly every organ in our bodies. Alcohol abuse over a period of time can contribute to a number of serious disorders, including muscle and heart disease, malnutrition, digestive problems and liver cirrhosis. It should not be surprising that this powerful, addictive drug, when abused during pregnancy, can also affect the delicate system of the unborn baby.

Effects of heavy drinking on the unborn baby

In the last several years, researchers have conducted a number of studies on infants born to women who drank heavily during pregnancy. The results are disturbing. A significant number of infants studied were born with a definite pattern of physical, mental and behavioral abnormalities which researchers named the "fetal alcohol syndrome." The babies with this syndrome were shorter and lighter in weight than normal, and didn't "catch up" even after special postnatal care was provided. They also had abnormally small heads, several facial irregularities, joint and limb abnormalities, heart defects and poor coordination. Most also were mentally retarded and showed a number of behavioral problems, including hyperactivity, extreme nervousness and poor attention span.

How alcohol affects the fetus

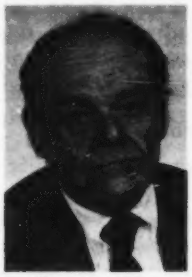
It may be hard to believe that alcohol can wreak such devastating effects on the unborn baby. But an understanding of how alcohol interacts with the fetus may help. When a pregnant woman takes a drink, the alcohol readily crosses the placenta to the fetus. Moreover, the alcohol travels through the baby's bloodstream in the same concentration as that of the mother. So if the expectant mother becomes drunk at a party, her unborn baby becomes drunk as well. But of course, the tiny, developing system of the fetus is not nearly as equipped to handle alcohol as the system of its adult mother. Among other things, the undeveloped liver of

Meet the new director of 'alcohol awareness'

BY GEORGE SWEENEY

Mr. Sweeney, new administrator of the Department's Alcohol Awareness Program (Hal Marley has retired), was asked by the editors to introduce himself to the readers of the NEWSLETTER.

I am 58 years old, and I'm a recovering alcoholic. I come to the Department from the Smithers Alcoholism Treatment and Training Center, Roosevelt Hospital, New York, where I was coordinator of education and training. Perhaps our best-known effort there was the physicians training program in alcoholism, the first of its kind in the country. Since its inception in the mid-'70s, it has provided training in alcoholism for more than 300 physicians and medical students. Before joining the Smithers Center, I spent more than three years as a counselor/therapist in alcoholism at the hospital, and as a caseworker/consultant on alcoholism for the New York City Department of Social Services.


Mr. Sweeney

I am a mid-life change-of-career man. I trained for my work in alcoholism at Teachers College, Columbia University, where I received a master's in health education, in 1968. Earlier, I was in the production end of the TV business and, after that, I was an art dealer in San Francisco.

I'm excited about the opportunity to work at State with the Alcohol Awareness Program. The task of getting the alcoholic to recognize his or her problem, and to bring him or her into treatment early-on, is more likely to be successful if a climate conducive to recovery exists. I think such a climate does prevail here at State. I don't believe this is a coincidence but, rather, that it's the result of a lot of work and conscientious effort by many poeple, of many disciplines. I've heard some exciting ideas for the program, expressed since I've been here, and I hope to come up with some of my own before long.

I'm looking forward to cooperation from everyone. ☐

Assistant secretary rank

Dr. Eben Dustin, who heads the Office of Medical Services, has been accorded the title of medical director of the Department of State and the Foreign Service. His rank is equivalent to that of an assistant secretary. ☐

the unborn baby can burn up alcohol at less than half the rate of an adult liver, which means that alcohol remains in the fetal system longer than in the adult system. Unfortunately, the fetus can't say "no" when it's had enough.

Thoughts on drinking during pregnancy

At this point, you may feel a little uncertain about how to approach drinking during pregnancy. Since not all the research is in yet, there are few hard and fast rules to follow. We do know that if a pregnant woman consumes six or more drinks per day, she clearly risks harm to her unborn baby. But there is much we still don't know about the problem, including the risks of moderate drinking and periodic heavy drinking, whether the fetus is most susceptible to alcohol at a particular time during pregnancy and whether the fetal alcohol syndrome is related to other risk factors, such as nicotine and poor nutrition. Until all the facts are in, however, it makes sense to exercise caution. As guidelines for alcohol use during pregnancy, you may find the following suggestions useful: drink no more than one ounce of absolute alcohol per day. That equals two mixed drinks containing one ounce of liquor each, or two 5-ounce glasses of wine, or two 12-ounce cans of beer. We really don't know at what level alcohol begins to harm the fetus, but there is evidence that a risk is established if you drink six drinks a day or more. Between two and six drinks, the risk factor is uncertain. However, a minimum risk is involved if you limit your drinking to two drinks a day or less.

"Saving up" drinks

Two drinks a day mean just that. You can't "save up" your drinks by, say, abstaining for three days during the week, then downing six drinks at a Saturday night party. Remember your unborn baby achieves the same concentration of alcohol in its bloodstream as you do, and retains it in its system for longer than you do. We don't know yet whether one big "night on the town" is enough to cause problems for the fetus. But it's not worth taking the chance.

Don't switch drugs

If you're accustomed to coping with tension or depression by having a few drinks, don't fill the void by using other mood-altering drugs, such as tranquilizers or antidepressants. Some of these drugs also may be harmful to the baby when taken during pregnancy, although no proof has yet been established. In fact, since most drugs cross the placental barrier to your baby, it is a good idea to take only those which are absolutely necessary during your pregnancy. Check with your doctor before taking any drugs, including simple over-the-counter medicines such as aspirin and sleeping preparations.

Alternatives to alcohol

Pregnancy changes your life in some important ways, and you're bound to feel some stress during this period. For various reasons, some women experience more anxiety and depression than usual during pregnancy. In any case, there may be times when a few friendly drinks will seem to be a good antidote to whatever is troubling you. At those times, stop and try to think of other ways you might handle your feelings.

First, make sure you are clear about just what is bothering you. Is there any specific action you could take to improve the situation? Or would simply talking about your feelings to someone close to you help? Sometimes a long walk, some relaxing music, or some kind of creative outlet can do a lot to relieve stress. Have you ever tried meditation? Pounding a pillow to vent frustration? Writing out your feelings? You may be surprised at how effective some of these alternatives to alcohol can be.

Getting help

If you find yourself seriously depressed or anxious and can't seem to shake it off, consider getting some outside help. Your local women's center may run a counseling program as well as a number of special support groups for women. Women's centers, area mental health agencies and your doctor are possible sources for counseling referrals. If you think you may have an alcohol problem, you can find help through your local council on alcoholism, mental health agency, Alcoholics Anonymous chapter, or Women for Sobriety group. Most of these referral sources can be found in your telephone directory.

You can make a difference

There are a lot of "dos" and "don'ts" associated with pregnancy, and sometimes you may feel a bit overwhelmed by them. It often seems there is so much to suspect, reject and avoid! But underlying all the advice and recommendations you receive is the important message that what you do makes a difference. By making informed, intelligent choices about alcohol use during pregnancy, you can increase your chances of having a healthy, normal baby.

If you have any questions, telephone or visit the Alcohol Awareness Program office, Room 3818, (202) 632-1843 or 632-8804. It is staffed by recovered alcoholics. Overseas, contact the alcohol awareness coordinator at your post, or the regional medical officer. Alcoholics Anonymous is known worldwide; check your telephone directory or write to the program at State for AA contacts in your country of assignment. ■

New U.S. savings bonds

The interest rate on U.S. savings bonds—now known as "Energy Savings Bonds, Series EE"—has been increased from 6.5% to 7% for bonds held 11 years to maturity. Series E bonds not matured, and U.S. savings notes ("Freedom Shares"), will also receive the ½% "energy bonus" if held for 11 years from the date of the first semiannual interest period that began January 1. Bonds and notes redeemed earlier will not receive the bonus.

The new U.S. Energy Savings Bonds, Series EE, are available in denominations of $50, $75, $100, $200, $500, $1,000, $5,000 and $10,000. The purchase price is one-half of this; e.g. a $50 bond costs $25 to purchase, a $100 bond costs $50, and so on.

U.S. Energy Savings Bonds, Series EE, must be held for at least 6 months after issue versus 2 months for E bonds. This will improve the cost effectiveness of the program. □

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the NEWSLETTER *staff.* ☐

Expunged statement held not damaging

455—The grievant contended that the remarks made by the reviewing officer in one development appraisal report were falsely prejudicial and explained his failure to be promoted for 10 years. The objectionable comment appeared in an OER (officer evaluation report) consisting of two sections: the performance rating report and the development appraisal report. Both supervisors contributed to both sections. In the first section, each commented that the grievant had done his assignment well while also noting an attitude of discontent with his assignment and impatience toward management. In the DAR portion, the rating officer stated his opinion that the grievant was suitable for advancement of more than one rank. The reviewing officer noted his opinion as follows: "It is felt, however, that a personality problem also exists, and this officer feels he has reached his potential."

The agency responded to his grievance by expunging the protested sentence. The final review letter commented on a lack of promotion opportunities in recent years and noted that it had no authority to make the retroactive promotions requested, but observed that the Foreign Service Grievance Board possessed such authority.

The board agreed that the excised comment was faulty. At the same time it observed that it was an expression of opinion in a section of the report provided for that purpose. The performance record contained many other opinions, some of them favorable, including a number of recommendations for promotion. The board did not find that this one sentence in a report dated a decade earlier had had the effect claimed by the grievant. The board found it significant that, twice in the past decade, selection boards recommended the grievant for promotion. The board noted that other OERs with criticisms unchallenged by him might have held him back in specific years. For example, one otherwise laudatory rater felt obliged to record the fact that the grievant had altered the wording of an outgoing cable without proper authority. In his specialty, for a number of years to come, the supply of eligible officers at all levels above FSRU-8 may appreciably exceed job openings. In the most recent year when he was recommended for promotion, no promotions at all were made for his grade and category. The board did not find, therefore, that the expunged statement was the direct or sole cause of the grievant's non-promotion for two years. Accordingly, the grievance was denied. ☐

Board grants 2 extra years in class

477—A junior untenured Foreign Service officer alleged that an officer evaluation report on his performance at a major post for a nine-month period was erroneous and falsely prejudicial, and that a career prospects appraisal statement and an inspector's evaluation report related to the OER were also falsely prejudicial. He requested removal from his performance file of all three documents, a rescission of his proposed selection-out for time-in-class, and permanent career tenure.

The grievant maintained that, among three broad work requirements mutually set by rating and rated officer, only the first two were ever discussed between them in a timely fashion. He asserted the reviewing officer never reviewed or signed these requirements and shirked his responsibilities by taking the word of the rating officer. He cited several affidavits to refute the rating officer's charges of interpersonal problems. He submitted his own chronological file for the period to counter a charge of comparatively low productivity. He also called unproven the complaint that he spent too much time with outside contacts.

With respect to the inspector's report, he claimed he was interviewed for only 45 minutes on the eve of his own departure for another assignment. He also challenged the objectivity of the inspector because of the latter's previous association with the grievant's rating officer in a previous assignment. Finally, the grievant said that the inspector's perusal of two earlier OERs, still in the embassy's files five months after the agency had officially disallowed them, tainted the entire inspector's report. With regard to the career prospects appraisal statement, the grievant stated that the deputy chief of mission, having had few contacts with him, had insufficient grounds for an independent assessment, and was merely echoing views of the rating officer.

The agency said that the record showed that prior to the protested OER, the rating officer was taking extraordinary pains to clarify the job requirements. It argued that interpersonal difficulties formed a consistent thread through the grievant's performance file from his first post. It believed the rating officer's judgments about the grievant's productivity to be legitimate, although admittedly subjective. It did agree to delete a quotation from a third party in the embassy that the grievant would make a "good used car salesman."

With reference to the inspector's report, the inspector gave testimony. He asserted that his conclusions about the grievant were based mostly on numerous interviews with others at the post. The inspector rejected the allegation that reading the disallowed OERs had improperly influenced his judgment. The agency pointed out that the career statement was not placed in the grievant's performance file, but was made available to only one commissioning and tenure board along with the candidate's own statement.

The board noted that the rating officer had testified that he did not trust the grievant by the time he wrote the contested OER. The rating officer, in the board's view, did not show how the grievant's alleged interpersonal problems negatively affected his actual performance. Nor did the same officer claim that his productivity was inadequate in either quality or quantity: the OER itself stated that the grievant's formal tasks were completed either ahead of or on time. Because of the circumstances under which it was prepared, the board also found the inspector's report defective. With respect to the career statement, the board noted that the deputy chief of mission stated he had no basis for a recommendation and then proceeded to make negative comments which must have been based largely on hearsay rather than personal observation.

All three protested reports were ordered expunged from all files where they might appear. The board found that the circumstances of this case also warranted the rescission of the grievant's pending selection-out and the granting of additional time-in-class: he was extended a minimum of two years from the date on which the decision was rendered to permit him to be considered by at least three more commissioning and tenure boards. The board made no recommendation regarding career tenure. ☐

Overseas assignment held not retaliatory

479—The grievant was hired under the affirmative action program for the introduction of women and minority professionals into the Foreign Service. She had a limited appointment "not to exceed five years or the needs of the Service," with the understanding that after three years of continuous satisfactory service she would be eligible for conversion to unlimited tenure. Because she was dissatisfied with the evaluation of her first eight months' performance in a Washington assignment and her situation in that office, she grieved the OER and requested a reassignment. The agency agreed only to remove the OER from her file, and she appealed to the board for additional remedies. She later formally alleged that she suffered reprisals as a result of filing a grievance in the form of a scheduled assignment abroad and the rendition of a second OER for a subsequent time period by the same supervisor whose initial OER had been expunged.

The board had two specific questions before it: (1) the adequacy of the relief for the defective OER and (2) the allegedly retaliatory character of the overseas assignment and a claimed new OER from the same rating officer. On the first issue, the grievant argued basically that the expungement of the first OER left a critical void in her record and would handicap her in gaining conversion from limited to permanent status. She asked for special training to enable her to compete with her peers. On the second issue, she alleged that personnel officers, knowing of her grievance action, did not try hard to find a suitable assignment for her. She declared that the classification of the position she was scheduled to enter was likely to be downgraded; her husband would not have good employment prospects at that post, and her children's high school education would be inferior there.

The agency had stated it had no authority to grant her request for an extension of her appointment. It noted that she had already received 30 weeks of training. On the matter of the second OER, the agency cited the regulation requiring an evaluation for a period covering 120 days of an employee's performance. It recalled an offer she had refused to transfer her from her unsatisfactory situation and place her on overcomplement status while a new appointment was sought. The agency said top-level personnel officers participated in a search for an assignment acceptable to her, and that she had been sounded out on several desirable assignments before receiving the posting she was grieving.

The board noted that in a memorandum written more than a year after entering the agency position she was seeking to leave, she had called it "appropriate." In the board's view, her difficulties there stemmed from interpersonal problems with her supervisor, not from the nature of the job. The board found no evidence of reprisal for filing a grievance. It did not find that the determination, "lack of qualifications," had been used improperly, as she alleged, as a pretext for turning her down for certain assignments. With regard to her scheduled assignment, the board found that the agency had taken her family situation and career interests into account. Her agreement to worldwide availability as a term of employment was noted.

In order to offset the void in the grievant's file created by the expunged OER, the board directed that she be credited with satisfactory performance for her first eight months in the Service, so that this period would apply toward the conversion eligibility requirement of three years continuous satisfactory service. The board found no justification for additional relief, and the remainder of the grievance was denied. ☐

Performance folder is misplaced

493—As a consequence of an acknowledged administrative error, the grievant's performance folder had been placed for review by a selection board in competition with the files of political officers in his class, rather than with his peer group of economic/commercial officers. The grievant contended that this mistake accounted for his failure to be promoted in that year, and asked for a retroactive promotion.

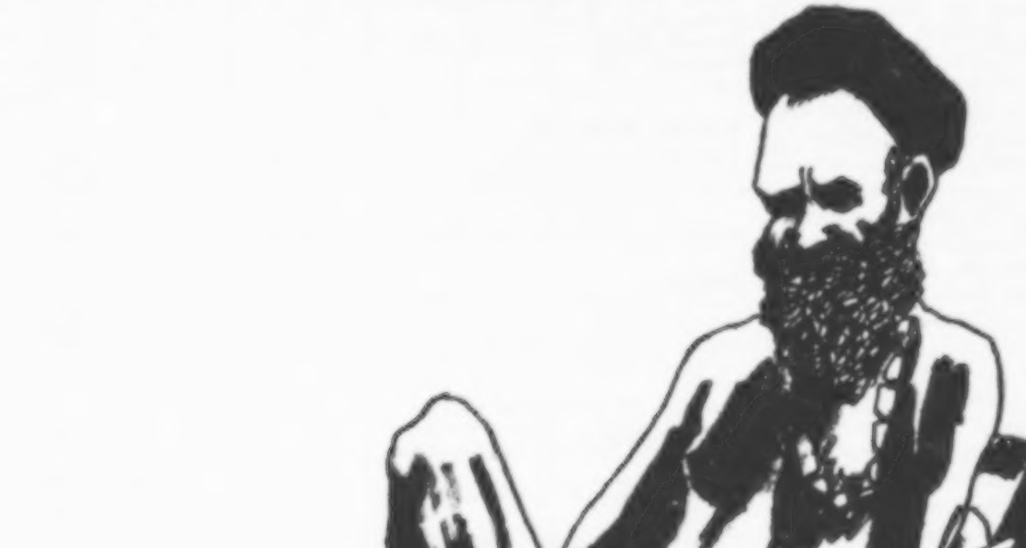
While admitting that his folder had been placed before the selection board for the wrong cone, the agency disputed that he would have been recommended for promotion had he been reviewed as an economic officer. The agency noted that the year in question was the grievant's first in the primary zone, he was more than a year younger than the average age of his class promotees in that year, and the political cone had more promotion opportunities than the economic cone. The agency did grant a nonrating for the previous year, an extra year's time-in-class to compete for promotion to the next higher grade, and an additional year in cumulative time-in-class for promotion to Class 2.

When the grievant appealed to the grievance board, the board agreed that the mistake had prejudiced his promotional opportunities but found insufficient grounds for a retroactive promotion. It ruled that if the grievant were reached for promotion by the selection board then in session, his promotion should be made retroactive to the previous year. If the selection board did not reach the grievant for promotion, the board determined that the administrative error need not be remedied beyond the extent already taken by the agency. ☐

Household effects charges reduced

495—This grievance centered on an alleged inaccuracy in a packing list submitted by the packers in connection with shipment of household effects from a post overseas to Washington. The employee held that he owed for just 100 pounds in excess of his allowance; the agency said he owed for 484 pounds.

The grievance board found merit in the grievance because (1) the post did not furnish the grievant with duplicate packing list forms when his household effects were being packed; (2) no embassy representative was present at the time of the packing to verify the accuracy of the weights recorded; (3) the handwritten packing list the grievant said he approved and signed at the time of the packing was never sought from the packing company by the post; and (4) the post itself later admitted administrative error in the matter and tried to waive the contested 384 pounds overweight, but was overruled by the agency in Washington. ■



"Listen man, this is nothin'. Before this I was a consular officer in Mexico City."

EDUCATION AND TRAINING

Summer studies program is being launched

The Foreign Service Institute is inaugurating the 1980 summer session of the University After-Hours Study Program. The purpose is to provide employees of the Department with training that will increase their usefulness to the Department.

Employees may apply for institute sponsorship of evening courses offered by accredited schools near their post. Under special circumstances, courses may be taken during work hours if approved by the employee's supervisor and bureau director, provided the workweek does not go below 40 hours. To the extent funds permit, the Department will pay full tuition for all approved courses, which must be taken for credit. Students who withdraw after enrollment for other than official reasons, or who fail to make a passing grade, will be required to pay the cost of the course.

All applications must be received at the institute with a completed Form DS-755, signed by the bureau training officer, two weeks prior to the registration date of the course. The application forms are available from bureau training officers. Applicants should be sure to obtain the revised form (dated November 20, 1975) appropriate to their status, i.e., Civil Service or Foreign Service. In recent years, it has been possible, normally, to finance only one course per semester per student.

Information may be obtained from the Extension Studies Program, Office of the Registrar, Room 100, SA-3. Telephone 235-8764 or 235-8765. □

'Effective Writing': An advanced seminar

A 12-hour advanced writing seminar will be held at the Foreign Service Institute, May 19, 21, 23, 28, 30 and June 3, from 10 a.m. to noon for officers working in the field of international affairs. A professional writer will conduct the seminar and cover the principles that apply to practical writing in general, and guidelines that are pertinent to the special problems found in writing on

Schedule of courses at Foreign Service Institute

Program	*June*	*July*	*Aug.*	*Length of course*
Administrative training				
Administrative Operations	—	21	—	3 weeks
General Services Operations	9	14	18	4 weeks
Personnel Laboratory	2	—	25	3 weeks
Budget and Financial Management	2,23	14	4,25	6 weeks
Seminar on Terrorism	9,16, 23,30	2,7,14, 21,28	4,11, 18,25	1 day
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Special Consular Services	Correspondence course			9 months
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Political training				
Foreign Affairs Interdepartmental Seminar	—	7	—	2 weeks
Intelligence and Foreign Policy	2	—	—	4 days
The Role of Congress in Foreign Policy	9	—	—	1 week
International Law	—	21	—	1 week
Labor's Role in Foreign Affairs	—	21	—	4 days
Executive development				
Supervisory Studies Seminar	1	—	—	5 days
Deputy Chiefs of Mission Seminar	—	7	—	11 days
Inspectors' Management Seminar	—	4,6	—	2 days
Foreign Service Officer Orientation	Dates to be announced			5 weeks, 3 days
Orientation				
Foreign Service Secretarial Orientation	2	28	—	5 days
Departmental Clerical Orientation	16	14	—	5 days
Departmental Officer Orientation	10	—	19	2 days
Foreign Service Orientation	—	21	—	1 week
Economic and commercial training				
Advanced Economic Review Seminar	—	14	—	5 weeks
Contemporary Economic and Quantitative Analysis	—	14	—	5 weeks
Economics, Trade and Modern Diplomacy (Domestic)	—	21	—	3 weeks
Workshop on International Business/ Commercial Activities	—	7	—	3 days
Senior Trade Expansion Seminar	—	—	6	3 days
Equal employment opportunity				
Executive EEO Seminar	24	—	—	1 day
Clerical training				
Foreign Service Secretarial Training	—	28	—	5 days
Management Skills for Secretaries (off-site)	—	7	—	2 days
The Art of Machine Transcription	As applicants warrant			3 hours
Workshop in the Preparation of Travel Vouchers	20	—	—	3 hours
Communication skills				
Telephone Techniques	13	—	—	3 hours
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours
Workshop for Foreign Service families				
Workshop for Foreign Service Families	2	14	—	2 weeks
Going Overseas	7	12	—	1 day

—(*Continued on next page*)

—(Continued from preceding page)

Program	June	July	Aug.	Length of course
Area studies and language training				
Area studies				
Africa, Sub-Sahara	16	—	11	2 weeks
Western Europe	16	—	11	2 weeks
East Asia	16	—	11	2 weeks
Eastern Europe and USSR	16	—	11	2 weeks
Latin America	16	—	11	2 weeks
Near East and North Africa	16	—	11	2 weeks
Arabic Familiarization	16*	—	—	6 weeks
South Asia	16	—	11	2 weeks
Southeast Asia	16	—	11	2 weeks
*Two weeks of area studies followed by four weeks of Arabic language instruction.				
Western European languages				
Danish	—	—	25	24 weeks
Dutch	—	—	25	24 weeks
French	2,30	28	25	20 weeks
German	—	28	—	20 weeks
Italian	2	28	—	20 weeks
Norwegian	2	—	25	24 weeks
Portuguese	2	28	—	20 weeks
Spanish	2,30	28	25	20 weeks
Swedish	—	—	25	24 weeks
Other languages				
Afrikaans	—	—	25	24 weeks
Amharic	—	—	25	24/44 weeks
Arabic (Modern Standard)	—	—	25	44 weeks
Arabic (Modern Standard) (Advanced)	—	—	11	12/15 months
Arabic (Eastern)	—	—	25	24 weeks
Arabic (Western)	—	—	25	24/44 weeks
Bengali	—	—	25	24/44 weeks
Bulgarian	—	—	25	24/44 weeks
Burmese	—	—	25	24/44 weeks
Chinese (Standard)	—	—	25	24/44 weeks
Czech	—	—	25	24/44 weeks
Dari (Afghan Persian)	—	—	25	24/44 weeks
Farsi (Iranian Persian)	—	—	25	24/44 weeks
Finnish	—	—	25	24/44 weeks
Greek	—	—	25	24/44 weeks
Hebrew	—	—	25	24/44 weeks
Hindi	—	—	25	24/44 weeks
Hungarian	—	—	25	24/44 weeks
Indonesian	—	—	25	32 weeks
Japanese	—	—	25	24/44 weeks
Japanese (Advanced)	—	—	11	12/15 months
Korean	—	—	25	24/44 weeks
Lao	—	—	25	24/44 weeks
Pilipino	—	—	25	24/44 weeks
Polish	—	—	25	24/44 weeks
Romanian	—	—	25	24 weeks
Russian	—	—	25	24/47 weeks
Serbo-Croatian	—	—	25	24/44 weeks
Swahili	—	—	25	24 weeks
Tagalog (See Pilipino)				
Thai	—	—	25	24/44 weeks
Turkish	—	—	25	24/44 weeks
Urdu	—	—	25	24/44 weeks

economic and other technical subjects. In addition to the 12 hours of group sessions, each participant will have a one-half-hour private consultation with the instructor.

Eligible for the seminar are officers in Classes 2 through 6 and their Civil Service colleagues in comparable grades. Those interested should submit samples of their writing, each running at least five pages. For information, call the institute at 235-8765. ☐

Beirut alumni sought

Have you ever attended the American Community School in Beirut? If so, or if you know someone who did or who taught there, the Diaspora Potrezebe, 1124 Butte Avenue, Oroville, Calif. 95965, would be interested in hearing from you. The organization publishes a quarterly newsletter. ■

Our Very Own Chronicle

Fifteen years ago, in May, the NEWSLETTER reported that:

President Johnson sent legislation to Capitol Hill calling for a "unified foreign affairs personnel system"; he urged Congress to act "this year" . . . . . After complaining they couldn't get anyone to hang pictures for them, bureau executive directors were supplied with "do-it-yourself kits" by the Office of Operations; each "kit" consisted of a stepladder, hammer, screwdriver, wire and pliers . . . . . John M. Leddy was named assistant secretary for European affairs, and Anthony M. Solomon assistant secretary for economic affairs . . . . . Nominated as ambassadors: Ridgway Brewster Knight, Belgium; George Allen Morgan, Ivory Coast; Mercer Cook, The Gambia; Charles W. Adair Jr., Panama; Henry A. Hoyt, Uruguay; Henry J. Tasca, Morocco; William R. Tyler, Netherlands . . . . . Nathaniel Davis was named minister to Bulgaria . . . . . Peter Sarros was re-elected president of the Junior Foreign Service Officers Club . . . . . Mrs. Samuel D. Berger was installed as president of the Association of American Foreign Service Women . . . . . Seventy-three State Department dependents and three women employees were among the initial evacuees from the Dominican Republic, after President Johnson sent U.S. military forces into that country. ☐

ALL ABOUT OUR PEOPLE IN ALGIERS

One thing to be said about Algiers is that it's a 12-month-a year tennis post. Another is that it has a Mediterranean climate. It may be said, too, that it has French cuisine. Also . . . but down with words, the pictures tell the story. This is another in a series of NEWSLETTER photo features on our overseas posts. ☐

Sheikh *Ahmed Soltani*, who has more than 35 years of service with the U.S. mission, busses Ambassador *Ulric Haynes* in the presence of his wife. ☐

ITARY AIRLIFT COMMAND

Children of embassy staff on guided tour of U.S. Air Force C-5 transport. ☐

View of the Bay of Algiers from the balcony of communications officer Rich Tomasso's house. ☐

Members of Foreign Service national staff and guests toss rings at annual American School May fair. *(Photo by Cynthia J. Tollen)* □

Sonia Belizidia, commercial section secretary. □⟶

Presidential adviser *Zbigniew Brzezinski*, left, and *Mrs. Brzezinski* visit Casbah. □

Ambassador *Ulric Haynes* training for Algerian national riding competition. At last minute, undisclosed infirmities associated with advancing age prevented him from competing, the embassy reported. *(Photo by Cynthia J. Tollen)* □

Communications officer *Richard Tomasso*, wife *Pat* and children, *John* and *Monica*, in the ambassador's tomato patch. □

Frank Sawyer, American School principal, reflects. *(Photo by Cynthia J. Tollen)* ☐

Administrative officer *Larry Coor* helps prepare court at the ambassador's residence for weekend tennis players. ☐ →

Mary Clare Penney, wife of the public affairs officer, left, standing, and *Diane Rogers*, wife of the political officer, left, kneeling, are teachers at the American School. ☐

Military attaché *Gareth Foulds*, his wife, *Gale*, and daughter, *Ainsley*, unpack their household effects shortly after arrival in Algiers. ☐

Ambassador's wife, *Yolande Haynes*, at embassy snack bar, which she manages. ☐

Elfriede Smith, wife of economic officer *Donnell Smith*, treating their Maltese to annual rabies shot. ☐

U.S. AIR FORCE

Commercial officer *Lou Warren* and wife, *Christine*, await departure of transport that brought special medical equipment for treatment of Houari Boumediene, late president of Algeria. ☐

Deputy chief of mission *Christopher Ross* with son, *Tony*, and local Reuters correspondent. ■

***Millie Tangney*, the ambassador's secretary, and *Michael Sausman*, husband of the public affairs secretary, on the ambassador's court.** ☐

American diplomacy 1780

BY JAN K. HERMAN

MAY 1780

A MATTER OF PRIDE

". . . the Continental troops and sailors shall remain prisoners of war until exchanged, and be supplied with good and wholesome provisions . . . The militia are to return home as prisoners on parole . . . The garrision, at an appointed hour, is to march out of the town, to the ground between the works and the canal, where they are to deposit their arms. All persons in the town not described in any article, are, notwithstanding, to be prisoners on parole."

Accepting these terms, General Benjamin Lincoln, surrenders the city of Charleston, South Carolina, on May 12. It is one of the worst disasters to befall the American cause in recent memory. In fact, some compare it to the British defeat at Saratoga almost three years earlier. The entire Continental Army in the South is lost—1,977 enlisted men, 246 officers, and 1,000 militiamen. With Charleston firmly under British control, General Clinton leaves an army to complete the conquest of the South and returns to New York.

On the 2nd, the Marquis de Lafayette rides south for New Jersey, to rejoin the army at Morristown. He had arrived in Boston late last month after having spent several months in France drumming up support for the war effort.

Eight days later, exhausted and suffering from a bad cold, Lafayette arrives in camp after a 300-mile horseback ride. He brings good news to General Washington, who is disheartened over the impending loss of Charleston. King Louis is sending an expeditionary force of 15,000 men, led by General Comte Jean-Baptiste de Rochambeau.

Buoyed by the marquis' return and by this electrifying news, Washington immediately throws himself into preparing for the arrival of the French reinforcements. The army must be enlarged and resupplied. Getting the Congress' cooperation in this matter would be desirable, but Washington has never had much luck dealing with that legislative body. He sends Lafayette to do the lobbying.

Once in Philadelphia, Lafayette seeks the aid of the French ambassador, Luzerne, whose own relations with the Congress have never been better.

In the meantime, Washington writes governors, public officials and influential citizens for assistance. At this point, his political skills take precedence over his abilities as a battlefield tactician.

The Congress responds by calling on the States for more money and supplies. In an uncommon spirit of cooperation, all pitch in. Rochambeau shall not be welcomed by a passel of starving, undisciplined ragtags. It is a matter of pride.

In Spain, John Jay's mission remains stalled. After arriving in Madrid late last month from Cadiz, he had dashed off a memorandum to Floridablanca, the foreign minister, reemphasizing his position. The United States, he wrote, will never consent to negotiations that do not fully recognize American independence, a concept the Spanish will never accept. Jay had also requested Spanish aid in the form of money, ammunition and clothing.

At this time, the Spanish are preoccupied with secret talks with Britain, and Jay hears nothing for two weeks. On the 11th, Floridablanca summons him for a meeting. There will be no aid for the time being, but Charles III is willing to pay 40,000 pounds sterling in return for lumber, tobacco and other American products. As for the thorny subject of the Mississippi River, Floridablanca reminds Jay that Spain's continued use of the waterway is not negotiable.

(One of a series)

The money offer is laughable, and the boundary dispute is proof enough for Jay that there is little common ground on which to negotiate.

Toward the end of the month, a vessel arrives bearing news of Charleston's surrender and the fatal heart attack of Don Juan de Miralles, Spain's agent in Philadelphia. A new agent will have to be appointed and, until that occurs, Spain will not have a representative in the United States.

Floridablanca insults Jay's intelligence by proposing another one-sided deal. In return for another 100,000 pounds sterling to be delivered in installments over two years, Spain would obtain four fully equipped American frigates. The American diplomat is incredulous. Can anyone seriously expect a beggar to pay for a scrap of bread with bags of gold? Surely, the foreign minister must be joking. Floridablanca assures Jay that he is not. ■

NEW DIRECTIVES

Organization and functions

The organization and office designations within the Office of the Deputy Assistant Secretary for Operations were changed effective February 24, 1980. (FAMC No. 7)

The function statement for the assistant secretary for administration is revised and updated to reflect the current responsibilities of the assistant secretary (Section 240). (TL: ORG-117)

The Office of Plans and Management (PA/M) was abolished July 15, 1979, and its functions were transferred to a newly established Office of the Executive Director (PA/EX) and Office of Opinion Analysis and Plans (PA/OAP). (Section 352 and 353.) (TL:ORG-118)

The functional statement for the Bureau of Oceans and International Environmental and Scientific Affairs is revised and amended to reflect organizational changes within the bureau, effective June 8, 1979. Principal changes are included. (TL: ORG-119)

General

Responsibilities of regional communications officers are revised and updated (Section 047.5-2), and a new section 047.7 is added, to explain the responsibilities of human rights officers assigned to Foreign Service posts. (TL:GEN-197)

Personnel

The Office of Personnel Management has issued final regulations on post-employment conflict-of-interest restrictions contained in Section 207, Title 18, U.S. Code. (FAMC No. 8)

Conversions of FSO, FSS and GS employees to FSR (FAS Candidate) were terminated. (FAMC No. 9)

The validity of FAMC No. 783, dated March 12, 1979, was extended to March 11, 1981. FAMC No. 783 had extended FAMC No. 742, dated March 13, 1978. (Uniform State/AID/USICA issuance) (FAMC NO. 10)

The validity of FAMC No. 784, dated March 20, 1979, was extended to March 20, 1981. (Uniform State/USICA issuance) (FAMC No. 11)

The validity of both FAMC No. 785, dated March 22, 1979, and FAMC No. 792, dated August 10, 1979, was extended to March 22, 1981. (FAMC No. 12)

The validity of FAMC No. 726, dated March 31, 1977, was extended to March 27, 1981. (Uniform State/USICA issuance) (FAMC No. 13)

Dari and Farsi have been added to the Incentive Languages List. (Uniform State/USICA regulations) (TL:PER-480)

Amendments to requirements for lateral entry appointments to the Foreign Service were published in the Federal Register of Monday, October 29, 1979, as Departmental Regulation 108.782, effective January 1, 1979. (TL: PER-493)

A new section is added to provide procedures for making temporary resident staff (PIT) appointments to positions at post funded from the post's operating expense allotment. (TL:PER-494)

Veterans Day is observed on November 11 rather than the fourth Monday in October. This redesignation was authorized by Public Law 94-97, approved September 18, 1975, beginning in 1978. (Uniform State/AID/USICA regulations) (TL: PER-497)

Financial management

Dividers for 4 FAM Appendix A have been distributed under separate cover. This transmittal letter provides a list of dividers and filing instructions. (TL:FIN-251)

Accounting procedures for the payment of a special allowance to eligible FSOs and FSIOs are added to 4 FAM. (Uniform State/USICA regulations) (TL:FIN-253) ■

2 panels to hear appeals in selection-out cases

The 1980 Special Review Board is scheduled to hear appeals of Foreign Service officers selected-out by the 1979 Performance Standards Board. *Panel A* of the review board consists of Robie M. Palmer, FSO-2, chairman; Stephen R. Gibson, FSO-3; and E. Parks Olmon, FSO-3. Members of Panel B are Paul M. Cleveland, FSO-3, chairman; Peter K. Murphy, FSO-3; and Marc A. Baas, FSO-4. ☐

CONSULAR AFFAIRS—Attending seminar for Foreign Service national employees, at the Foreign Service Institute, were, from left: *Moses Kapumba*, Lusaka; *Cecilia Cheng*, Hong Kong; *Emmanuel Djossou*, Abidjan; *Ponciano De Dios*, Manila; *Narendra Guruha*, Kathmandu; *Hartati Kertonadi*, Jakarta; *Choei Taira*, Naha; Assistant Secretary *Barbara Watson; Mohammad Riaz Sabir*, Lamore; *Hamid Asghar*, Islamabad; *Irene Leong*, Kuala Lumpur; *Judith Johnson*, Cape Town; and *Musa Ahmed*, Khartoum. ☐

THE SECRETARY OF STATE
WASHINGTON

April 10, 1980

TO MY COLLEAGUES IN THE DEPARTMENT OF STATE
AND THE FOREIGN SERVICE

We will be conducting our 1980 US Savings Bonds campaign during the month of May. I urge all of you to seriously consider participating in this very important program.

It is of the utmost importance that as many Americans as possible participate in our country's financial affairs. Purchasing Savings Bonds has traditionally been a way citizens can build personal financial security and, at the same time, have a stake in the future security of our country.

This year Payroll Savings introduces a new Bond, Series EE. These new Bonds will be designated US Energy Savings Bonds and will help to finance the large Federal energy expenditure required in the coming years. Series EE Bonds will continue to offer the advantages with which you are familiar: a guaranteed 6.5 percent interest rate, compounded semiannually, when held five years or more; choice of forms of registration; safety; exemption from state and local taxes; and the option of deferring Federal income tax liability on interest until redemption. They now also offer a 7 percent interest rate when held to maturity.

The unique tax advantages of Savings Bonds can work to great benefit when saving for such goals as the education of your children or supplementing your retirement income.

It is my sincere hope that you will join me in making this year's Savings Bonds campaign a success.

Cyrus Vance

Deceptively low interest on U.S. savings bonds

By E. Edward Stephens

The following article, which appeared in the March 29 Washington Star, is reprinted with permission.

CHANCES are sales [of U.S. bonds] will be brisk if potential buyers understand that a series EE savings bond only *appears* to pay a relatively low rate of interest. This bond is designed for long-term investment. If you use it for that purpose, it will yield interest ranging up to more than 14 percent—as I'll demonstrate.

Remember, you get a 0.5 percent bonus if you hold an EE 6.5 percent bond until maturity, which is to say that if you keep it 11 years, the bond will pay 7 percent for the entire 11 years.

In addition—and of far greater importance—an EE gives you tax breaks that other investments don't provide. The real interest is run way up by these tax breaks plus the bonus.

Break 1: The interest on your EE bond is exempt from state and local income taxes.

Break 2: Although EE interest is subject to the federal income tax, you can postpone payment of the tax until you cash the bond. The effect is the same as it would be if you received, each year, an interest-free loan from Uncle Sam—a loan in the amount of the tax you don't have to pay until many years later. This "borrowed" money remains invested at compound interest, so your investment increases in value by leaps and bounds.

For example, suppose you buy an EE bond and hold it 20 years while you're in the 24 percent federal income tax bracket and the 8 percent state income tax bracket. Then you cash it while you're still in the 24 and 8 tax brackets. According to tables compiled by the Treasury Department, the real interest yield on the bond is 8.25 percent.

The higher your tax bracket, the higher your real interest yield. For instance, if you're in the 49 and 8 percent brackets while you hold the bonds and also when you cash it, your real yield jumps to 9.54 percent.

You can do even better if you don't cash the bond until after you've retired when, chances are, you'll be in far lower tax brackets.

For example, suppose you hold the bond 20 years while you're in the 49 and 8 percent tax brackets, then you cash it when your brackets have dropped to 26 and 8 percent. Your real yield shoots up to 12.10 percent.

You can come out still better if you play your cards right. A golden opportunity awaits federal, state, county and city employees, including public school teachers, police and fire department members.

If you're in one of these groups, your pension payments will be governed by the "three-year rule" when you retire. That is, your pension checks will be free of federal income tax until you've recovered your investment in the retirement plan—until you've received payments equal to the total amount deducted from your pay checks over the years. On the average, this "tax-free" period runs between 1.5 and 2 years, according to federal personnel specialists.

Since your pension checks very likely will constitute the great part of your income after retirement, chances are you'll be in the zero percent federal and state brackets during such a "tax-free" period. This is the ideal time to cash your EE bonds.

For instance, suppose you buy an EE and hold it 20 years while you're in the 49 and 8 percent tax brackets. Then you retire and cash it during a "tax-free" year. Treasury experts have computed the real yield on your bond to be 14.44 percent.

These examples are very conservative. They assume that the interest rate on EEs will remain the same as it is now, whereas it's likely to rise. Over the years, the stated rate has been boosted from 2.9 percent to 6.5 percent plus bonus, and it never has been cut.

EE savings bonds are hard to beat for long-range investment. ■

BONER'S ARK
By Addison
TIME TO GET UP...
Cubcake
...AND SPREAD THE GOOD WORD!
BUY U.S. SAVINGS BONDS

Here's the man behind 'Transfer Tremors'

The inaugural of our "Transfer Tremors" feature (letters-to-the-editor page, April; reappearing this month) has prompted some questions about the author, "ebp." Where was he *really* "almost transferred to?" some readers are asking. The editors can't answer the "almost" part of that question, but we can tell you where "ebp" actually *was* transferred over the years. As we disclosed last month, "ebp" is Edward B. Pohl, director of joint administrative operations at Embassy Niamey, in Niger. He joined the Foreign Service as a courier in 1949 and was based in Cairo, Paris, Manila, Frankfurt, Panama and Palermo. Appointed a Foreign Service officer in 1959, he drew assignments to Bonn, Tunis, Jidda, Port-au-Prince and Geneva. He won the Meritorious Honor Award in 1967. Now that he is in the process of panning (i.e., punning) posts around the world, there is not telling, the editors fear, where he might "almost" be transferred to next. ■

Mr. Pohl

Answers to quiz

(See Page 37)

1. Sphinx.
2. Griffin.
3. Unicorn.
4. Dragon.
5. Pegasus.
6. Mermaid.
7. Cyclops.
8. Centaur.
9. Satyr.
10. Fairy. ☐

Guide to personnel counseling

The table at right lists the current career counselors for all personnel. Employees may communicate with the appropriate counseling officer for advice and guidance in matters relating to career development, training, assignments and personnel actions. Detach the table and save it for reference.

Civil Service and other personnel who are not subject to worldwide assignment are served by the Office of Civil Service Career Development and Assignments (PER/CCA), Room 2421, ext. 20485. The table shows your individual counselor.

Foreign Service personnel who are subject to worldwide assignment are served by the Office of Foreign Service Career Development and Assignments (PER/FCA), Room 2328, ext. 28312. The table shows your individual counselor. ☐

For domestic personnel . . .

In all grades . . .	In these offices . . .	Your counselor is . . .	Room no.	Ext.
	S (and all areas serviced out of S/S-EX), S/IG, PM, IBWC, IJC, IBC, ARA	William R. Whitworth	2421	23352
	*CA, L, EB, AF	Vacant	2421	23352
	M/DGP, M/FSI, S/CPR, OES, NEA	Annette Hales	2421	23352
	A, A/O complex (O/ISO, O/OPR, O/FAIMC), IO, M/MED, EUR, A/OC, A/ALS, A/OS	Joseph McGuire	2421	23352
	M/COMP, EA, PA, A/FBO, SY, IO	Janet Vido	2421	23352

*In the interim these areas will be covered by the four counselors listed above.

For worldwide personnel . . .

In classes . . . FSO/R/RU	FSS	with function or assignment in . . .	Your counselor is . . .	Room no.	Ext.
1&2		NEA, S (D, E, P, C), S/IG, Executive Seminar, ARA, S/P, H, INM	George R. Andrews	2809	21416
		EUR, CA, M, A, PM (+T), ACDA, OES, Details	Lewis D. Junior	2809	21417
		AF, EA, INR, PA, HA, L, IO, EB, Commerce, DIR (IPA)	Robert H. Wenzel	2809	21417
3	1	Administrative	**Howard L. McGowan	2820	23438
		Consular	Robert D. Emmons	2332A	23332
		Econ/Commercial	William E. Rau	2417A	29764
		Political (inc. Labor)	Walter J. Silva	2417A	29776
4	2	Administrative	**Howard L. McGowan	2820	23438
		Consular	Robert D. Emmons	2332A	23332
		Econ/Commercial (A-N)	William E. Rau	2417A	29764
		Econ/Commercial (O-Z)	Edward M. Sacchet	2417A	29764
		Political (inc. Labor)	Stephen M. Block	2417A	29776
5	3	Administrative	Johnny Young	2820	23439
		Consular	Phyllis Villegoureix-Ritaud	2332A	23333
		Econ/Commercial	Edward M. Sacchet	2417A	29764
		Political	Richard C. Castrodale	2417A	29776
6	4	Administrative	Johnny Young	2820	23439
(Tenured)		Consular	Phyllis Villegoureix-Ritaud	2332A	23333
		Econ/Commercial	Edward M. Sacchet	2417A	29764
		Political	Richard C. Castrodale	2417A	29776
6–8	5–8	Chief, Jr. Officers	Michael L. Durkee	2429A	27691
(Untenured)		Administrative	Richard E. Masters	2429A	27693
		Consular	Patricia A. Langford	2429A	27693
		Econ/Commercial	Morris N. Hughes	2429A	27692
		Political	Morris N. Hughes	2429A	27692
	3–5	Secretaries	Ellen V. Watson	2336	29526
	6–7	Secretaries	Jeanne B. Witte	2336	29494
	8–10	Secretaries	Maria A. Rodgers	2336	29527
3–5	1–3	C&R Personnel	Kenneth A. Loff	2820	28136
6–7	4–6	C&R Personnel	Sandra E. Siverson	2820	28137
8	7–10	C&R Personnel	Victor J. Maffett	2820	28137

**Estimated arrival in June. ■

PERSONNEL: Foreign Service

NEW APPOINTMENTS

Allen, Glenn I., Office of Security, Washington Field Office
Augustine, Robert C., Islamabad
Awantang, Mary E., Division of Medical Services
Ayres, James Robert, Oslo
Babin, Virginia Lee, Tegucigalpa
Bartlett, William M., Junior Officer Corps
Becht, John A., Office of Security, Washington Field Office
Bedore, Carole S., Tegucigalpa
Benton, John Michael, Niamey
Black, David Stewart, Junior Officer Corps
Bradshaw, Alvin R., Office of Communications, Programs and Engineering Division
Cabral, Doris E., Ankara
Carter, Joan G., Monrovia
Carter, Joseph J., Monrovia
Chavera, Roy E., Junior Officer Corps
Cheever, Francis S., Bucharest
Chretien, Nancy Louise, La Paz
Colby, Justine E., San Salvador
Cornell, Ruth A., Managua
Crawford, Rhonda L., Junior Officer Corps
Culp, Edwin Lee, Mexico
Davis, Carol L.C., St. Johns
Davis, Hampton, Classification/Declassification Center
Davis, Rebecca H., San Salvador
Defossett, William K., Office of Security, New York Field Office
Devlin, Willard B., Bureau of Personnel, Board of Examiners for the Foreign Service
Dewire, Evan Leigh, Office of Security
Dube, Oscar L., Paris
Dundon, Paula A., Brazzaville
Dwight, Ronald A., Junior Officer Corps
Endrizzi, Marino S., Classification/Declassification Center
Ennis, Barbara, Classification/Declassification Center
Fichte, Janice Lee Jacobs, Junior Officer Corps
Fisher, Wayne W., Classification/Declassification Center
Fitch, George B., Belize City
Fitzpatrick, Donald Edward, Junior Officer Corps
Flores, Barbara W., Hamilton
Fraley, Stanley Kenneth, Vienna
Gerwe, Gretchen A., Junior Officer Corps
Glynn, Ellis V., Bogota
Goff, Edward H., Junior Officer Corps
Goff, Martha E., Junior Officer Corps
Green, Jacqueline R., Kinshasa
Hamilton, Patricia Lynn, Antananarivo
Hartland, Robert E., Classification/Declassification Center

CALCUTTA—The assistant secretary of state for human rights and humanitarian affairs, *Patricia M. Derian*, visits Nobel laureate *Mother Teresa*. *Margaret Perkins*, wife of the consul general, is in center. □

Hartman, Shirley M., Junior Officer Corps
Haynes, Herbert C., Division of Medical Services
Herrington, Charles D., Junior Officer Corps
Hess, David M., Junior Officer Corps
Hurst, Pamela A., Junior Officer Corps
Jimerson, Harold L., Moscow
Johnson, Donald June, Tijuana
Johnson, Richard E., Classification/Declassification Center
Johnston, Pamela D., Kuwait
Jones, Irene P., Junior Officer Corps
Junk, C. Patricia, Foreign Service Institute
Kennedy, Marilyn, Division of Medical Services
Knight, Melvin C., Monrovia
Kuhlman, Jeannie Marie, Bogota
Lane, Robert L., Junior Officer Corps
Lawson, Marilyn J., Ankara
Lichtblau, George E., Classification/Declassification Center
Lindsey, Terri G., Port-au-Prince
Ludan, Robert P., Junior Officer Corps
Mark, David E., Intelligence and Research
McDonald, Jackson C., Junior Officer Corps
Middleton, Alfred L., Monrovia
Miller, Jane L., Junior Officer Corps
Moran Jr., Robert E., Buenos Aires
Murray, Marie, Junior Officer Corps
Myrick, Bismarck, Junior Officer Corps
O'Connor, Patrick J., Khartoum
Ober, Philip Nott, Guadalajara
Patterson, Josephine, Junior Officer Corps
Payne Jr., George E., Athens
Pinckney Jr., Samuel M., Bureau of Personnel
Post, Patti, Junior Officer Corps
Prentice, Colgate S., Classification/Declassification Center
Rajan, Roy C., Junior Officer Corps
Rattray, Ann Dixon, Calgary
Renn, Bernice C., Bureau of Personnel, Presidential Appointments Staff
Rivera, Manuel, Dar-es-Salaam
Rodriguez, Richard J., Junior Officer Corps
Russell, Arthur F., Maputo
Salalayko, Elizabeth D., International Organization Affairs, Office of UN Political Affairs
Schrader, Kathleen L., Brasilia
Schweitzer, George M., Junior Officer Corps
Smith, Michael W., Manila
Snyder, Carol Charlene, San Salvador
Soucy, Marie White, Caracas
Steele, Thomas A., Junior Officer Corps
Strahm, Raymond O., Mogadishu
Suma, Polytimi Becky, Managua
Sweeney, James J., Office of Security, Washington Field Office
Tomchik, Stephen J., Junior Officer Corps
Valle Jr., Vicente, Junior Officer Corps
Valli, Moosa A., Junior Officer Corps

Warnecki, Aloysius J., Bureau of Personnel

White Jr., Ray E., Classification/Declassification Center

Wisecarver, Dolores L., Division of Medical Services

Yarbrough Jr., Lanier B., Vienna

Zenn, Henry, Cairo

TRANSFERS

Adams, Judith K., Santiago to Santo Domingo

Adams, Wayne G., Santiago to Santo Domingo

Algire, Wayne W., Office of Security to Kinshasa

Amer, Dawn Dodge, Colombo to Near Eastern and South Asian Affairs

Arakelian, Mary, Paris to Inter-American Affairs, Caribbean Countries Division

Armbruster, James P., Lisbon to Communications Center

Aylward, Mary C., Ethiopia to Monrovia

Barnes, Michael C., Manila to Office of Communications

Bean, Maurice D., East Asian and Pacific Affairs to Inter-Governmental Assignment

Benzinger, Robert A., Belize to Foreign Service Institute

Bergold Jr., Harry E., European Affairs to Budapest

Betras, Judith A., Seoul to Ankara

Blanchard, Leroy D., Office of Communications to Kampala

Bocskor, David P., South Africa to Kingston

Boeker, Paul H., La Paz to Bureau of Personnel

Browning, James D., Accra to Information Systems Office

Bryan, James M., Monrovia to Office of Communications

Burke, Garrett C., Frankfurt to Athens

Busick, John W., Office of Communications, Programs and Engineering Division to Bonn

Butler, Ruth E., Public Affairs to Copenhagen

Cadogan, Thomas A., Tunis to Damascus

Cady, Nancy H., Abu Dhabi to Moscow

Carden, Betty Jane, Islamabad to Barcelona

Carpenter Jr., Harlow J., Kiev to Shanghai

Charlton, Robert L., Mexico to Vancouver

Chew, Roberta L., Santo Domingo to International Organization Affairs

Covington, Philip S., Junior Officer Corps to Islamabad

Cowart, Clayton L., Inter-American Affairs to Tegucigalpa

Cromwell, Margaret A., Algiers to Asuncion

Crosher, Frederick K., Frankfurt to Moscow

Cullen, Joan C., Sri Lanka to Near Eastern and South Asian Affairs

Cumbo, Robert O., Philippines to Dacca

Curry, Harriet B., Hungary to Vienna

Daniels, Marion Gordon, Near Eastern and South Asian Affairs to Inter-Governmental Assignment

Davenport Jr., Edwin J., Lisbon to Bridgetown

Davidson, Joni L., Rotterdam to Bucharest

Decrane, David Scott, Junior Officer Corps to Kinshasa

Dennett, Francis J., Luxembourg to Bureau of Personnel

Desgeorges, Monica, Inter-American Affairs to Guatemala

Devine, Frank J., San Salvador to Inter-American Affairs

Devlin, Joseph M., Bonn to Lisbon

Dillon, Kenneth J., Junior Officer Corps to Ankara

Dion, Jerrold Mark, Asuncion to San Salvador

Dittmer, Lyle A., Port Moresby to Tokyo

Doyle, Ronald J., Office of Communications to Alexandria

Duncan, Terri Lee, Baghdad to Ouagadougou

REFUGEE AFFAIRS—*Margaret McKelvey*, left, of AID, and *Dolores Mann*, secretary to the director of the Kampuchean Working Group, display the Meritorious Honor Awards presented them by the U.S. coordinator for refugee affairs, *Victor H. Palmieri*. □

BUENOS AIRES—*Eva Kelly*, wife of commercial officer George L. Kelly, is presented a certificate of appreciation by the counselor for administration, *James R. Falzone*, for her work on the post's retail price schedule. Argentina's 1979 inflation rate was 139%. □

Essman, Phillip C., Yokahama to Osaka-Kobe

Fichte, Royce J., Mexico to Foreign Service Institute

Flora, Brian M., Foreign Service Institute to Munich

Flynn, Janice C., Communications Center to Accra

Ford, Janet M., Djibouti to Bamako

Fretz, Robert L., Mexico to Port Moresby

Fuller, Alexander S.C., Lahore to Near Eastern and South Asian Affairs

Garcia, Marco A., Colombo to Office of Communications

Gaskins, Eydie S., Baghdad to Managua

Geisel, Harold W., Bamako to African Affairs

Goldsworthy, James H., Islamabad to Office of Communications

Goodby, James E., European Affairs to Helsinki

Gordon, Robert C. F., Bureau of Personnel to Port Louis

Gross, Kathy J., Tehran to Bureau of Personnel, Management Office

Grove Jr., Brandon H., Inter-American Affairs to Jerusalem

Guadagno, Michael J., San Jose to Office of Communications

Halvorsen, Janet M., African Affairs to Lubumbashi

Hampton, Louis W., Buenos Aires to Guadalajara

Handford, Janet M., International Organization Affairs to Berlin

Hanniffy, Brendan A., Mexico to Sao Paulo

Hanson, Cynthia G., Brazzaville to African Affairs, Office of Inter-African Affairs

Hathaway, Gardner R., Moscow to European Affairs

Haugrose, Irene Shirley, Brazil to Abidjan

Hauptmann, Jerzy J., Kiev to Hamburg

Hellin, Stephen A., Doha to Near Eastern and South Asian Affairs

Hirsch, John L., U.S. Mission to the UN to Near Eastern and South Asian Affairs, Arab-Israeli Affairs

Hooper, James R., Tripoli to London

Hutchinson, Daniel W., Tegucigalpa to Office of Communications

James, Eric K., Mexico to Interagency Task Force on Law of the Sea

Jillson, Anne Darrohn, International Organization Affairs, Science and Technology Division to Brussels

Johnson, William J., Lagos to Bonn

Kelly Jr., John L., African Affairs to Pretoria

Kern, Ivan Lee, Cuba to Warsaw

Kimball, John W., London to International Organization Affairs, Office of International Conferences

Kolesnik, James C., Office of Security, Freedom of Information and Privacy Division to Frankfurt

Kramme, Bruce E., Pretoria to Moscow

Lane, Robert B., Spain to Asuncion

Lang, Daniel Ray, Foreign Service Institute to Hong Kong

Lange, Mary J., Managua to Panama

Mauck, Joseph E., Communications Center to Brussels

McKenzie, Bruce, Montreal to Intelligence and Research, Current Intelligence Staff

McKenzie, Susan E., Inter-American Affairs to Montevideo

McManus, Gerald R., Jerusalem to Office of Communications

Miller, Robert H., Kuala Lampur to Management Operations

Misciagna, Anne, La Paz to International Organization Affairs, Development and Humanitarian Programs

Mossman, Judith K., Haiti to Inter-American Affairs

Muchoney, Mildred A., Accra to Communications Center

Muller, Stephen H., Brasilia to Economic and Business Affairs, Planning and Economic Analysis Staff

Murphy, Margaret Ann, Beirut to Lima

Murphy, Thomas M., Douala to Yaounde

Naas, Charles Willis, Near Eastern and South Asian Affairs to Inter-Governmental Assignment

Nagy, Ernest A., Office of Inspector General to Bonn

Nalle, Pamela E., Finland to Rome

Newlin, Michael H., Jerusalem to International Organization Affairs

Nylund, Catherine M., Athens to Bogota

Oliver, Beverly A., Hong Kong to Nairobi

O'Neill, Rosemary D., Near Eastern and South Asian Affairs, Egyptian Affairs to Rabat

Pease, Charles R., Office of Communications, Programs and Engineering Division to Karachi

Polt, Michael Christian, Mexico to Copenhagen

Porter Jr., Robert Chamerl, Seoul to Operations Center

Pothier, Judith E., New Zealand to Berlin

Powell, Nancy J., Ottawa to Kathmandu

Prosser, James F., Belgium to Nairobi

Ranneberger, Michael E., Lisbon to Operations Center

Reeves, Joseph A., Prague to Santiago

Reid, James R., Muscat to Kinshasa

Reynolds, Martin L., Tripoli to Office of Communications

Ricciardone Jr., Francis J., Ankara to Adana

Roberts, Judith A., New Delhi to Frankfurt

Roehl, Carol A., Dar-es-Salaam to Kampala

Rogers, Joy L., Buenos Aires to Geneva

Salter, Bryant J., Yaounde to Douala
Sanders, Irving L., Bucharest to Bureau of Personnel
Sandvick, Jerel Keith, Mexico to Sydney
Sarisky, David D., Lagos to Antwerp
Schenck, Steven Michael, Office of Security, Investigations Division to San Salvador
Schwab, Susan Carol, Foreign Service Institute to Tokyo
Sciacchitano, David Andrew, Italy to Foreign Service Institute
Scruggs III, James D., Madras to Communications Center
Senko, Michael James, Montevideo to San Salvador
Sheldon, Lois E., Panama to Office of the Secretary
Skipper III, Charles L., Mexico to Bureau of Personnel
Smith, Carole S., Islamabad to Yaounde
Smith, Joyce A., Bureau of Personnel, Foreign Service Career Development and Assignments to Bombay
Smith, N. Shaw, Inter-American Affairs, Office of Policy Planning to Montevideo
Smith, Raymond Vaughn, London to Damascus
Smith, Stephanie A., Lima to Lisbon
Soares, Michael F., Beirut to Kuala Lampur
Sommers, Charles L., Ouagadougou to Frankfurt
Spiegel, John C., Osaka-Kobe to Montreal
Sprick, Karl H., Foreign Service Institute to Tel Aviv
Springmann, J. Michael, Germany to Near Eastern and South Asian Affairs
Sprow, Gregory Brian, Barcelona to La Paz
Stacy, Carolyn O., Vienna to European Affairs
Stafford Jr., Lawrence J., Jidda to Bangkok
Stuart, Diane Sue, Office of the Special Representative of the President to Office of the Secretary
Tello, John L., San Salvador to Office of Security, Evaluations Division
Thompson, Alan R., Foreign Service Institute to Conakry
Thompson, James D., Portugal to Brasilia
Tingle Jr., John, East Asian and Pacific Affairs to Jakarta
Vineyard, William Lee, Islamabad to Near Eastern and South Asian Affairs
Vorrasi, Steven W., East Asian and Pacific Affairs to Guangzhou
Warren, William Capers, Sydney to European Affairs, Office of Soviet Affairs
Wayne, Earl A., Rabat to Secretariat Staff
Weissman, Marvin, San Jose to La Paz
Welsz, David Alan, Moscow to Politico-Military Affairs
Welch, Mary Eileen, Toronto to Tokyo
White, Robert E., Asuncion to San Salvador
Williams, Jimmie C., Lima to Office of Communications
Williamson, Larry C., Nairobi to African Affairs, Office of East African Affairs
Willow, Ruth L., Moscow to Berlin
Wolczanski, Gerald F., New Delhi to Kathmandu
Wold, Phillip Howard, Brussels to Jerusalem
Woolley, Douglas J., Office of Communications to Lima
Wythe, Evelyn A., United Arab Emirates to Nassau
Zoller, Preston F., Jidda to Beirut
Zuber, Helen A., Montreal to Budapest

RESIGNATIONS

Aderhold, Monroe E., Bombay
Ades, Richard R., La Paz
Amer, Dawn Dodge, Near Eastern and South Asian Affairs
Arlinghaus, Stephen C., Paris
Banerjee, Cynthia Saylor, Monterrey
Bateman, Robert H., Bogota
Bergman Jr., Paul G., Bucharest
Blow, James L., Mexico
Bunge, Paul Michael, Counselor's Office
Caya Jr., Albert, Helsinki
Clark, Robert D., Tokyo
Cohen, Richard E., Paris
Edwards, Bennie Lee, Kingston
Eicher, Vicky C., San Jose
Fitzpatrick, Donald Edward, Junior Officer Corps
Goodsell, James W., Milan
Guerriero, Donald A., Bureau of Personnel
Hawley, Thomas J., Sydney
Haynes, Nona A., Toronto
Hickey, Marueen L., Office of Operations
Hiser, Robert Stephen, Office of Communications, Programs and Engineering Division
Ketonen, Robert W., Belgrade
Lee, Luke T., Oceans and International Environmental and Scientific Affairs, Office of Coordinator for Population Affairs
Logsdon, Mildred Jean, Santo Domingo
Milne, Margaret R., Bangkok
Molnar, Ferenc, Bonn
Moore, Thomas C.; Singapore
Morgan, Valerie Maureen, Division of Medical Services
O'Keefe, Mary T., European Affairs, Office of European Community and Atlantic Political-Economic Affairs
Orr, Maria Teresa, Kingston
Ramirez, Minnie C., San Jose
Richardson, Arvilla D., Office of the Ambassador-at-large for Mexican Affairs
Rose, Milton M., Warsaw
Ruffner, George F., Mexico
Ruse III, Edward E., Jidda
Rybka, Lorraine H., Foreign Buildings Office, Interior Design and Furnishings Branch
Segars, Elizabeth N., Kingston
Sharpe-Lunstead, Deborah, Family Liaison Office
Silberman, Allan D., Foreign Service Institute
Slaght, Dale V., Montevideo
Slipp Punches, Victoria B., Frankfurt
Sousane, Joseph R., Karachi
Springmann, J. Michael, Near Eastern and South Asian Affairs
Suma, Polytimi Becky, Managua
Upton, Randall G., Sydney
Weedon Jr., George A., Communications Center
Wolf, Milton A., Vienna
Wriggins, W. Howard, Colombo
Zaremba, Lorraine S., Passport Office, Los Angeles

RETIREMENTS

Anderson, George A., Special Domestic

KARACHI—Communicator *Mike Bowcutt*, left, and general services officer *Joanne Thompson*, third from right, join Pakistani staff members of consulate general at retirement party for *Abdul Latif Beg*, supervisor of the reproduction unit, who is to take up residence in the United States.□

Assignment Division

Blair Jr., William D., Public Affairs, Deputy Assistant Secretary

Coffey, Thomas C., Foreign Buildings Office, Building Design and Construction Division

Davies, Richard T., Bureau of Personnel

Dawson Jr., Richard S., Mexico

Defossett, William K., Office of Security, New York Field Office

Dekany, Alice, Office of the Assistant Legal Adviser for Treaty Affairs

Devine, Frank J., Inter-American Affairs

Edgins, James A., Office of Operations

Ennis, Barbara, Classification/Declassification Center

Hartwick, Tobias, Bureau of Personnel

Haynes, Herbert C., Division of Medical Services

Irwin, Frank P., Pouch and Courier Operations Division

Jaffe, Irene B., Intelligence and Research

Johnson, Marjorie A., Madrid

Jones, Irene P., Junior Officer Corps

Junk, C. Patricia, Foreign Service Institute

Kane, Anne K., International Organization Affairs, Office of Executive Director

Keller, Margaret H., Passport Office

Krussel, V. Jean, International Organization Affairs, Science and Technology Division

Mark, David E., Intelligence and Research

Mays Jr., R. Glynn, Management Operations

Quinlan, Clifford J., Bureau of Personnel

Renn, Bernice C., Bureau of Personnel, Presidential Appointments Staff

Spurr, Warren F., Communications Center

Stauffer, David H., Office of the Historian, Bureau of Public Affairs

Stern, Thomas, Office of the Under Secretary for Security Assistance, Science and Technology

Stull, Lee T., East Asian and Pacific Affairs

Wolfe, Mack C., Office of Communications, Programs and Engineering Division□

146th class is sworn in

Thirty-one members of the 146th class of the Foreign Service were sworn in at a ceremony in the Benjamin Franklin Room on March 12. The class includes 12 women. Eight members are affirmative action junior officers, and three are mid-level affirmative action appointees. Four members were born abroad—in India, Japan, Mexico and Venezuela. Ten are starting their careers in State as economic/commercial officers. Nine have been assigned as administrative officers, and six each have been assigned to the consular and political cones.

The average age of the new class is 30. One member served as a former Department intern and exhibit guide for USIA in the Soviet Union, another was a Peace Corps volunteer in Ecuador, and a third was on the faculty of the international schools in New Delhi and Islamabad. The class also includes an attorney who presented a case before the Supreme Court; two who have served on congressional staffs; and a former Foreign Service Staff officer.

State members of the class are shown in the adjoining photo. Front row, left to right are William R. Tagliani, Moosa A. Valli, Edward H. Goff, Roy C. Rajan, State counselor Rozanne Ridgway, Martha E. Goff, Josephine P. Patterson, Janice L. Richte, Ronald A. Dwight, Richard J. Rodriguez. Standing: Richard N. Kilpatrick, course coordinator; Vicente Valle Jr., Robert P. Ludan, Roy E. Chavera, Robert L. Lane, Gretchen A. Gerwe, Glenda Gaye Maris, Jane L. Miller, Charles D. Herrington, G. Manfred Schweitzer, Rhonda L. Crawford, Marie Murray, Thomas A. Steele, Pamela A. Hurst, Jackson C. McDonald, Patti Post, Stephen J. Tomchik, David M. Hess, Horace W. Pitkin, Francisca A. Thomas, William M. Bartlett, Shirley M. Hartmann, Bismark Myrick, and Eric Tunis, deputy coordinator. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-14

Timothy E. Ramish, Office of the Legal Adviser, Near Eastern and South Asian Affairs.

GS-13

Susan M. Haufe, Public Affairs, Office of Public Communication; **Jamise E. Sebert,** Passport Office; **Pamela M. Stratton,** International Organization Affairs.

GS-12

Paola V. Luchi, Public Affairs; **Janet Ann Vido,** Bureau of Personnel, Civil Service Career Development and Assignment Division.

GS-11

Robert S. Byrnes, Comptroller's Office; **James I. Feeney,** Office of Operations, Facilities Management and Administrative Services; **Perry C. Hamilton,** Office of the Comptroller; **Alton L. Hartwell,** Information Systems Office, Foreign Affairs Data Processing Center; **Brenda P. Henson,** Office of Operations; **Wanda H. Wienckowski,** Bureau of Personnel, Recruitment Division.

GS-9

Barbara T. Anderson, Bureau of Personnel, Recruitment Division; **Melvin Clark,** Office of Operations, Foreign Affairs Information Management Division; **Denise N. Ford Fogle,** Office of Operations; **Susan Ann Handy,** Bureau of Personnel, Recruitment Division; **Patricia C. Howard,** African Affairs; **Jodi C. Jenkins,** Oceans and International Environmental and Scientific Affairs; **Nancy Jo Kripner,** Division of Medical Services; **Suzanne R. Monti,** Public Affairs, Office of Public Communications; **Claire Plunkett,** Bureau of Personnel, Civil Service Career Development and Assignments Division; **Phyllis N. Rich,** Office of Security Assistance, Science and Technology; **Charlotte F. Shahin,** Office of Operations, Foreign Affairs Information Management; **Joyce F. Yutzey,** Public Affairs, Office of Public Programs.

GG-9

Doris A. Darrer and **David A. Traystman,** U.S. Mission to the UN.

GS-8

Carol A. Freeman, Office of the Deputy Secretary of State; **Cynthia W. Hecox,** Office of Security; **Howard L. Holton,** Information Systems, Foreign Affairs Data Processing Center; **Mary L. Lassiter,** Oceans and International Environmental and Scientific Affairs; **Ana F. Rodriguez,** Inter-American Affairs; **Sheila K. Walker,** Overseas Citizens Services.

GS-7

Leomie C. Brown, Near Eastern and South Asian Affairs, Pakistan, Afghanistan and Bangladesh Division; **Kathleen M. Corssett,** Office of the Legal Adviser for Oceans, International Environmental and Scientific Affairs; **Janet V. Davis, Donald E. Joseph, John F. Lewis, Gail I. Meaker, Steven James Mullen, Jeffrey P. Najarian, Terry M. Noel** and **Karen Elaine Schwinn,** Passport Office; **Kenneth J. Harris,** Office of the Comptroller, Finance Office; **Susan M. Herndon,** Bureau of Personnel, Office of Position and Pay Management; **Marjorie D. Krome,** Office of Operations, Foreign Affairs Information Management Division; **Judith I. Marvin,** Executive Secretariat; **Joyce D. McDaniel,** Office of the Secretary; **Anne L. Shamp,** Operations Center.

GS-6

Pamela Brogden, Office of the Inspector General; **Mary P. Cardoso,** International Organization Affairs, Office of Science and Technology; **Herbert M. Denault Jr.,** Information Management Section; **Cheryl D. Easley, Lillian Siv Palcic,** International Organization Affairs; **Sandra G. Evans,** Public Affairs, Office of Public Programs; **Lisa T. Kuhn,** Art in Embassies Staff; **Kathleen A. Pianka,** Office of Security, Freedom of Information and Privacy Office; **Mary Susan Stone,** Inter-American Affairs.

GG-6

Vicki Susan Gruber, Helen Saporito and **Jacqueline Gail White,** U.S. Mission to the UN.

GS-5

Tjuana M. Cooper, Office of Security, Domestic Assignments Division; **Devon Ann Danser,** Division of Medical Services; **Dewalter Dickerson, Clarence Hardmon** and **James R. Wilkins,** Pouch and Courier Operations Division; **Gloria Jean Jenkins, Ronald Francis Shuckerow** and **Joan Marie Stauffer,** Passport Office; **Hiram S. Jones,** Office of the Comptroller, Finance Office; **Marguerite Ann N. Walter,** Office of Operations, Supply and Transportation Division; **Evelyn E. Whitaker,** Intelligence and Research.

GS-4

Mary Carsello and **Karen Rose Dillare,** Passport Office; **Brenda R. Coleman, Myra I. Rowlett,** and **William E. Young,** Office of the Comptroller, Finance Office; **Tracy Y. Cooper, Diane E. Selser** and **Barbara J. Thomas,** Bureau of Personnel; **Kevin T. Edwards,** Public Affairs; **Anna M. Rando,** Office of Security, Document and Information Systems Division; **Juan A. Robinson,** Pouch and Courier Operations Division.

Wage board promotions

John A. Dearing, Office of Operations, Foreign Affairs Information Management Division, has been promoted to WI-20. Oliver J. Thomas, Office of Operations, General Services Division, has been promoted to WG-5. □

GS-3

Tanyel V. Blakeney, Pouch and Courier Operations Division; **Phyllis L. Cheeks,** Office of Operations, Foreign Affairs Information Management Division.

NEW APPOINTMENTS

Arnold, Pamela I., Administrative and Clerical Pool

Atkinson, Rosemary F., Office of Operations, Foreign Affairs Information Management Division

Baker, Shawn A.H., Passport Office

Blackett, James N., Passport Office, Los Angeles

Boggs, Rein T., Foreign Service Institute

Bush, Clyde W., Office of Operations, Supply Branch

Cardoso, Mary P., International Organization Affairs, Office of International Conferences

Cassover, Betty R., International Narcotics Matters

Catella, Jean Fay, Passport Office, Los Angeles

Chalekian, Armind, Passport Office, Los Angeles

Cifelli, Rosemary M., Passport Office, Boston

Clifford, Maria K., Consular Affairs, Administrative Services Division

DeSantis, Hugh S., Intelligence and Research, Southern Europe Division

Divney, Elizabeth L., Bureau of Administration, Allowances Staff

Galdsick, Howard W., Office of Operations, Foreign Affairs Information Management Division

Gibbs, Carlietta M., Passport Office, N.Y.

Gibson, Nadine J., Passport Office

Haltom, Travis F., U.S. Mission to UN

Hansborough, Margaret N., Foreign Service Institute

Johnson, Mitchell M., Pouch and Courier

Kaslow, Marie A., Passport Office

Kassinger, Theodore W., Office of Assistant Legal Adviser, Economic and

Business Affairs

Koba, June Ayako, Passport Office, Los Angeles

Kockler, Cecilia Magdalena, Foreign Service Institute

Krussel, V. Jean, International Organization Affairs, Office of Science and Technology

Lee, Darlene C., Office of Operations, General Services Division

Lynch, Valerie D., Passport Office

Maffett, Mary Ann, Congressional Relations

Major, Mary M., U.S. Mission to the UN

Mays Jr., R. Glynn, Management Operations

McGraw, William D., Administrative and Clerical Pool

Medley, Bobbie Lee, Office of Operations, Supply and Transportation Division

Meer, S. Ahmed, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

Moranda, Lorene B., European Affairs

Nelson, Deborah M., Office of the Comptroller, Finance Office

Newsom, David D., Office of Under Secretary for Political Affairs

Ortiz, Joseph, U.S. Mission to UN

Patterson, David S., Public Affairs, Office of the Historian

Pitts, Della C., Public Affairs, Office of the Historian

Prioleau, Ruby D., Office of the Comptroller, Finance Office

Rivero, Raul Jorge, Foreign Service Institute

Roldan, Digna M., Passport Office, New York

Russell, Jeanette C., Passport Office

Sauve, Phyllis C., Refugee Programs

Sessons, Allen Lee, Oceans and International Environmental and Scientific Affairs, Nuclear Technology and Safeguards Office

Sheridan, Diane M., Administrative and Clerical Pool

Slavov, Atanas Vasilev, Foreign Service Institute

Spero, Joan Edelman, U.S. Mission to the UN

Suslov, Alexander V., Foreign Service Institute

Sweeney, George E., Division of Medical Services

Toth, Agnes B., Passport Office

Trent, Michele D., Bureau of Personnel, Management Office

Ward, Charles D., Office of the Comptroller, Finance Office

Watson, Lois A., Office of Communications, Programs and Engineering Division

Welch, Dennis P., U.S. Mission to the UN

White, Susan Y., European Affairs

Williams, Brenda I., Bureau of Personnel, Employee Relations Division

Williams, Gladys E., Office of the Comptroller

Wilson, Janine A.P., Foreign Service Institute

REASSIGNMENTS

Acklin, Sharon R., Passport Office to Overseas Citizens Service

Anderson, Margaret D., Office of Equal Employment Opportunity to Bureau of Personnel, Foreign Service Career Development and Assignment Office

Blum, Daniel J., Operations Center to Refugee Programs, Office of Deputy Director for Program Management

Coleman, Helen M., Congressional Relations to Office of Under Secretary for Political Affairs

D'Angelo, Rosalie M., Secretariat Staff to Bureau of Personnel, Civil Service Career Development and Assignment Office

Dollins, Victoria Ann, Administrative and Clerical Pool to Economic and Business Affairs, Office of Commercial and Telecommunications Affairs

Fletcher, Laverne, Passport Office to Consular Affairs

Jenkins, Jack D., European Affairs to Economic and Business Affairs

Karinshak, Judith A., Office of the Secretary to Public Affairs

McBrayer, Regina C., Passport Office to Bureau of Personnel

McIntyre, Cynthia L., Administrative and Clerical Pool to European Affairs, Northern Europe Division

McLeod, Julianne, Interagency Task Force, Law of the Sea to Office of the Secretary

Pittarelli, Patricia, International Narcotics Matters to Consular Affairs

Scheel, Eileen M., UN Conference on Science and Technology for Development to Office of Small and Disadvantaged Business Utilization

Staples, Brian E., Passport Office to Foreign Service Institute

RESIGNATIONS

Arbios, Robert A., Passport Office

Caines, Sonia G., Passport Office

Caulfield, Peter W., Passport Office

Connaughton, Patricia, Intelligence and Research, Trade Investment and Payments Division

Dailey, George A., International Organization Affairs

Davis, Jeffrey M., Comptroller's Office

Day, Sharon Hogan, Passport Office

Ferrara, Theresa A., Office of Management

Fletcher, Mildred W., Office of Operations, Employees Services Division

Freeland, Barbara A., Office of Security, Technical Services

French, Eleanor May, Passport Office, Los Angeles

Gibb, Diana S., Bureau of Personnel, Office of Performance Evaluation

Gregg, Fumiko N., Foreign Service Institute

Hagan, Wanda A., Human Rights and Humanitarian Affairs

Hardesty, Susan L., Office of the Executive Director

Hawkins, Denise, Passport Office, San Francisco

Houser, Kathleen S., Office of the Executive Director

Hull, Karen J., Office of Security, Domestic Operations

Jackson, Frances Estelle, International Organization Affairs

Jacobsen, Linda M., Office of the Secretary

Johnson, Ilse E., Foreign Service Institute

Khuo, Ai Lien Irene, Foreign Service Institute

Kuhns, Sri Sadell, Foreign Service Institute

Lett, Mattie Inez, African Affairs

Mabry, Linda Ann, Office of the Assistant Legal Adviser for Treaty Affairs

Main, Victoria Ann, Bureau of Public Affairs, Office of Public Programs

Marken, Mary J., Congressional Relations

Millard, Sybille Klara, Foreign Service Institute

Missey, Johanna, Office of the Executive Director

O'Kane III, John J., Overseas Citizens Services

Ortiz, Hilda, Passport Office, Los Angeles

Rogers, Beautee L., Office of the Comptroller, Finance Office

Rose, Lawrence T., Passport Office, San Francisco

Rosenberger, David R., International Joint Commission

Scales, Carl D., Pouch and Courier Operations Division

Schroeder, Richard L., Passport Office

Senkow, Catherine E., Office of the Comptroller, Finance Office

Smiley, Chester, Office of Operations, Supply Branch

Trimiar, Patrice D., Passport Office

Walsh, Chiyoko Mineta, Foreign Service Institute

Willens, Lily, Foreign Service Institute

Williams, Grace A., International Organization Affairs, Office of International Conferences

Wilson, Carlton L., Pouch and Courier Operations Division

RETIREMENTS

Aprile, Jerome A., U.S. Mission to the UN

- **Becht, John A.**, Office of Security, Washington Field Office
- **Chatman, James P.**, Office of Operations, General Services Division
- **Datcher, Marshall O.**, Consular Affairs, Administrative Services Division
- **Divney, Elizabeth L.**, Bureau of Administration, Allowances Staff
- **Doe, Norman R.**, Office of Security, Evaluations Division
- **Goray, Stanislaw J.**, Overseas Citizens Services
- **Hawkins, Jean A.**, Communications Center
- **Morgan, Jane F.**, Consular Affairs, Overseas Citizens Services
- **Popper, Francis X.**, International Boundary Commission, U.S. and Canada
- **Senior, Wilma P.**, Office of Operations, Foreign Affairs Information Management Division
- **Silk, Mae**, Passport Office
- **Smith, Betsey I.**, Communications Center
- **Wetzler, Estelle M.**, U.S. Mission to the UN
- **Zalkin, Arch**, Passport Office □

GENEVA—*Sharon Lavorel* is sworn in in the Mustang Program, as administrative officer to the U.S. trade representative, by *Patsy Stephens*, right, a former Mustang candidate. ■

Text: incentive regulations

Final regulations have been issued on the Government employees incentive awards program. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

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BUREAU NOTES

Secretary's Office

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, and deputy coordinator DAVID H. SHINN attended sessions in Washington, March 16–17, of the National League of Cities. Mr. Carter participated in a series of briefings, March 23–27, for the Woodrow Wilson visiting fellows, at Hampton Institute, Hampton, Va. On March 18, Mr. Shinn looked into the possibility of establishing a "Pearson" job at the Illinois Department of Commerce and Community Affairs, in Chicago. On March 19, he met with officials in the Wisconsin Department of Health and Social Services, and in the governor's office, in Madison, to develop such jobs in those two offices. He participated in a panel in Los Angeles on the role of state and local governments in world affairs, March 20, at the annual meeting of the International Studies Association. He met with officials in the Maryland Department of Economic and Community Development, in Annapolis, April 10, concerning the establishment of a "Pearson" job.

ROBERT FRASURE from the Executive Secretariat staff, attended the independence ceremony with the U.S. delegation to Zimbabwe, April 17–18. Joining the Executive Secretariat staff: MARY VIRGINIA KENNEDY, from the office of the senior adviser; EARL WAYNE, from Rabat; and MILDRED PATTERSON, from the Operations Center. Leaving the staff: GENE MARTIN, to the Office of the Deputy Secretary; GABRIEL GUERRA, to Mexico City; ALLEN OVERMYER, to the Office of the Under Secretary for Security Assistance, Science and Technology; and ROSALIE DANGELO, to the Bureau of Personnel. □

OFFICE OF PROTOCOL

Chief of protocol ABELARDO L. VALDEZ, with the cooperation of the Foreign Policy Association, has initiated an "Ambassador's Round Table." This program will provide a forum for members of the diplomatic corps to have dialogue with U.S. leaders from the business, cultural and academic communities. The first meeting, featuring the Canadian ambassador, was held April 8 in Washington, at the Madison Hotel. Mr. Valdez hosted a coffee reception and informal meeting for chiefs of European diplomatic missions, at Blair House, April 3. Another reception was planned for May 6. Mr. Valdez greeted President LEOPOLD SENGHOR of Senegal, April 5, on his arrival in Washington for a visit with Mayor MARION BARRY. He escorted President ANWAR SADAT, April 7-10, and Prime Minister MENACHEM BEGIN, April 14-17, on their respective official visits to Washington. He also greeted the king and queen of Belgium on their arrival, April 20, in Washington, for a private visit. Deputy chief of protocol RICHARD GOOKIN was interviewed by WDVM-TV in connection with a series on the diplomatic community. Assistant chief of protocol JIM MARK and DIANNA WOLRIDGE accompanied the U.S. presidential delegation to the independence ceremonies in Zimbabwe, April 15–19. RICHARD PATENAUDE has rejoined the office as a ceremonial officer. □

OFFICE OF COMMUNICATIONS — Graduates of the March class of communications recruits are, left to right: *Kenneth Wallace*, Khartoum; *Donald Nylund*, Bogota; *Manuel Cuadrado*, Belgrade; *Timothy Tickner*, Paris; *Willis Sorrell*, Bissau; *Frank Pressley*, the Hague; *Salvatore Piazza*, Rome; *Michael Lawrence*, Bamako; *William Watson*, Moscow; *Russell Edgett*, Panama; *Norman Leclerc*, Paris; *Betty Sheridan*, Managua; *Paul Doumitt*, Bonn; *Douglas Goodgion*, Port Louis; *Robert Ribera*, chief, Training Division; *Robert Robinson*, instructor; *John Maysa*, instructor. □

Administration

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH presented certificates of graduation to 14 communications recruits. JACQUELINE RUBENIC of the Message Center has been awarded a meritorious step increase. New employees joining the Programs and Engineering Division were ALVIN BRADSHAW and LOIS WATSON. Regional communications programs officer JAMES PROSSER has assumed his duties at Nairobi for the East African area. Communications briefings were given to Ambassador ROBERT C.F. GORDON, Port Louis; Ambassador DONALD R. NORLAND, Ndjamena; KENNETH YEAGER, Niamey; DAVID BORTER, Karachi; SAMUEL REVAK, Beirut; GEORGE STURGEON, Manama, and PIERRE JABBOUR, Luxembourg. □

LANGUAGE SERVICES DIVISION

STEPHANIE VAN REIGERSBERG continued her classified interpreting assignments, both in Washington and abroad, through April. She was relieved by DONALD BARNES and ALEC TOUMAYAN, since both French and Spanish were involved. Mr. Toumayan interpreted for the Secretary in an interview with French television, March 28. A special briefing for sports journalists, outlining the reasons for the President's decision on U.S. participation in the Olympics, was held in the Loy Henderson Auditorium, April 7, and was covered by staff reporter MARIE TAYLOR and former reporters WYLMA JAMES and ARNOLD COHN.

The division's Russian contingent — DIMITRI ARENSBURGER, LAWRENCE BURRELL, and BILL KRIMER—returned

PUBLISHING SERVICES DIVISION—*John J. Lee*, right, former head of the operations branch, is congratulated by division chief *Paul M. Washington* after receiving the John Jacob Rogers Award from Assistant Secretary *Thomas M. Tracy*. Mr. Lee has retired after 30 years in the Department. □

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from Geneva, April 13, at the conclusion of sessions of the Standing Consultative Commission. U.S.-Mexico talks on the sale of various agricultural products took place, April 9–10, with TED HERRERA and TONY HERVAS interpreting. BILL FUKUDA interpreted for U.S.-Japan talks on automobile standards, April 8. CYRIL MUROMCEW interpreted at a meeting of the executive committee of the International Children's Theater Conference, at the Kennedy Center, April 11–12. The U.S.-Spain Council met in Washington the week of April 14. Mr. Hervas, SOPHIA PORSON and Mr. Herrera provided interpretation.

Mr. Toumayan flew to Algeria, April 19, for negotiations on the purchase of liquefield natural gas. GISELA MARCUSE interpreted for classified meetings at Adelphi, Md., and Fort Rucker, Ala. HELEN KAPS and CAROL WOLTER interpreted for an AID housing conference, in Abidjan, April 17–28.

A session of the NATO policy board on ocean shipping convened in Washington, April 22–24. Division personnel involved in this classified conference included Ms. Porson, Mr. Toumayan and Ms. van Reigersberg, interpreters; PIERRE POLLIN and JACQUELINE POUSSEVIN translators; DONALD BARNES, chief interpreter; ANTHONY SIERRA, assistant language officer for translation; and JORGE PEREZ, supervisor of the night shift. Division chief NORA LEJINS served as overall language services officer. CORNELIUS IIDA was assigned to interpret during the Washington visit of Japanese PRIME MINISTER OHIRA, in early May. □

Arms Control and Disarmament Agency

Ambassador ADRIAN S. FISHER retired in April after nearly three years as U.S. representative to the Geneva-based Committee on Disarmament and its predecessor, the Conference of the Committee on Disarmament. He also headed U.S. delegations in bilateral negotiations with the Soviet Union, on chemical warfare and radiological weapons. He is returning to the Geogetown University Law Center as a scholar in residence, but is to continue with the agency as a consultant.

Major JERRY EATHERLY has been detailed to the agency by the Army, for duty as a computer systems design analyst in the Office of Operations Analysis. Major Eatherly served as a helicopter pilot in Vietnam, and most recently has been with the 101st Airborne Division at Fort Campbell, Ky. He holds a degree in computer science from Middle Tennessee State University. DONALD KREISBERG has been detailed to the agency from the Department to work on technology transfer issues. A graduate of Hofstra College, he has served abroad with the Department in Munich, San Salvador, Manila, Santiago and Curacao. PATRICIA POWERS has transferred to the Department from the White House staff as a personnel assistant. A graduate of Mary Washington College, she was on the White House personnel staff for two years following three years at the Office of Management and Budget. Commander THOMAS J. BARNETT has completed a two-year detail to the agency, where he worked on strategic affairs. His new assignment is with the Plans and Policy Branch of the U.S. Navy Staff, where he will continue to work on issues relating to SALT and the Standing Consultative Commission. STANLEY K. FRALEY has left the agency after two years as a physical science officer to accept an appointment as scientific and technological affairs officer at the U.S. mission to the International Atomic Energy Agency, in Vienna. THOMAS MAERTENS, who worked in the agency's Strategic Affairs Division, has been assigned by the Department to the American embassy in Bogota, as a member of the political section. WILLIAM MOFFITT, who worked in the Multilateral Affairs Bureau for nearly two years, has been assigned by the Department to the Bureau of European Affairs, where he will work on European regional political issues.

The National War College has accepted the Agency's nomination of DAVID S. WOLLAN to be the agency member of the class of 1980–81. A graduate of Amherst College, with a doctorate in physics from the University of Illinois, Dr. Wollan was on the faculty of Virginia Polytechnic Institute and State University for eight years before joining the agency in 1974. Since then, he has worked on strategic affairs and served as a member of the U.S. SALT delegation. ANSELM YARON, a visiting scholar at the Massachusetts Institute of Technology, gave a talk, April 16, to agency personnel on "Military Technology Transfer in Israel: Problems and Implications." Mr. Yaron is a former project manager in the Israeli ministry of defense. □

African Affairs

Assistant Secretary RICHARD M. MOOSE briefed 200 black ministers from New

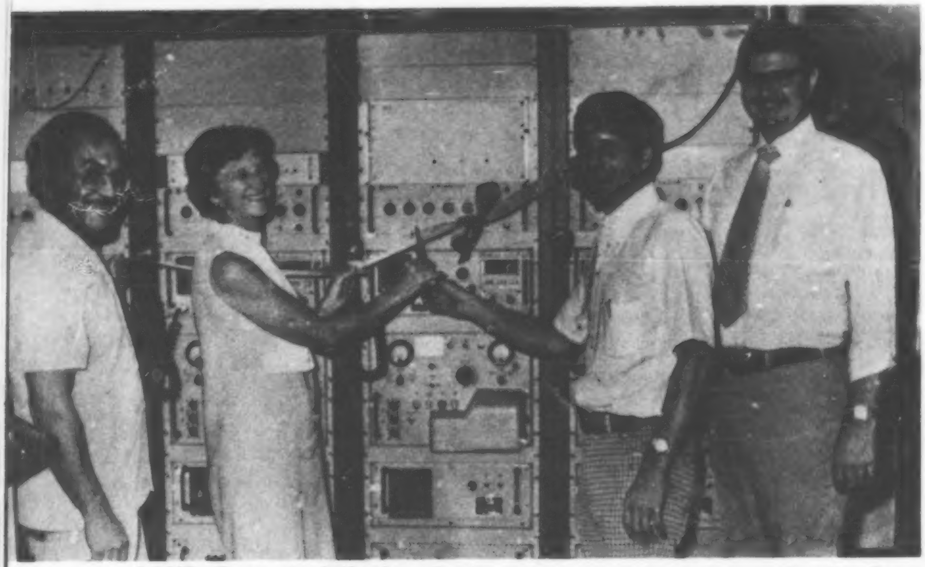
NAIROBI, Kenya—Participants in the security officers conference are, from left: ***Tina Paolozzi, Bud Collins, Bonnie Pates, Mark Mulvey, William Gibson, Jean Gildea, Gerry McGrath, John Richardson, Marvin L. Garrett, Ken Maffia,*** **Ambassador** ***Wilbert J. Le Melle, Sandra McNeilly, George H. Larson, Wally Gilliam, John C. Wolf, Lee R. Grant, Douglas Roberts, John Keys, Stuart Keen, Mark Stevens, George Payne, Steve Bray.*** ☐

York State, at the White House, March 21, and spoke before the Association of African Studies Programs meeting, in Washington, March 28. On April 3, in New York, Mr. Moose met with representatives of the Rockefeller and Ford Foundations, spoke with church leaders, and attended an Institute of International Education conference with LEWIS R. MACFARLANE, deputy director of the Office of Southern Africa Affairs. SAMUEL B. THOMSEN, officer for Nigerian affairs, gave a luncheon speech at the International Business Forum, in Philadelphia, March 27. Col. BOBBY A. RAMSEY, Office of Inter-African Affairs, briefed officers from Ft. Bragg's Institute of Military Assistance. GORDON R. BEYER, director of East African affairs, traveled to Northwestern University, and the University of Indiana, April 7-8, to speak before student audiences and brief public and media groups on the Horn of Africa. PAUL J. HARE, director of Southern African affairs, spoke, April 8, at Catholic University, on Zimbabwe. Deputy assistant secretary WILLIAM C. HARROP addressed a meeting of the Washington Institute of Foreign Affairs, April 9.

LANNON WALKER recently assumed senior deputy assistant secretary duties in the assistant secretary's office. He replaces Mr. Harrop. RICHARD SULLIVAN arrived in the assistant secretary's office this month, replacing JIMMY KOLKER, who was off to Salisbury. Mr. Sullivan comes to the front office via the Office of Southern African Affairs. DANIEL WATERMAN, Economic Policy Staff, was a member of a defense requirements team that visited Somalia, March 1-16, to discuss the defense needs of that country. ROBERT V. KEELY, recently named by the President as ambassador to Zimbabwe, was interviewed by Topic magazine, April 14. Mr. Keeley then traveled with the U.S. delegation to the Zimbabwe independence ceremonies, April 15-19. PETE DE VOS, deputy director of the Office of Southern African Affairs, also took part in the trip, and the two then traveled with Mr. Moose to Lilongwe, for consultations with U.S. ambassadors in the area.

On April 12, THOMAS MEARS, Somalia desk officer, spoke at a meeting of the Negro Women's Business and Professional Club. Deputy assistant secretary MABEL M. SMYTHE traveled to Houston to keynote a conference on global interdependence, sponsored by Texas Southern University. She also assisted in Foreign Service recruitment, gave media interviews, addressed the World Trade Club, and met with executives of Shell Oil Co., April 14-15. Ms. Smythe also moderated an Africa workshop at the Department's annual Foreign Policy Conference for Young Political Leaders, April 18. JENNIFER WARD, alternate director of the Office of Inter-African Affairs; H. MARSHALL CARTER, of West African Affairs; and LEWIS R. MACFARLANE also participated in the conference.

The bureau hosted its annual scholar-diplomat seminar, April 7-11, coordinated by GERI LePAGE, Office of Public Affairs, and MARIE BLAND, of the Bureau of Public Affairs. JAMES OVERLY, Office of Central



LOME, Togo—At dedication of relay station are, from left, *Richard T. Salazar*, executive director, Bureau of African Affairs; Ambassador *Marilyn P. Johnson;* communications officer *Frank Meyers;* and the deputy assistant secretary for communications, *Stuart Branch*. ☐

African Affairs, traveled to Gainesville, Fla., April 9, to attend the African Literature Association conference. WILLIAM E. LUCAS joined the Office of Southern African Affairs after junior officer training. ☐

Congressional Relations

Assistant Secretary J. BRIAN ATWOOD addressed the 11th annual National Student Symposium, April 12, on "Foreign Policy for the 1980s," giving special attention to the relationships between Congress and the executive branch in the formulation of foreign policy. For the first time in many years, members of the latest junior officer class participated in a House Foreign Affairs Committee briefing, by committee staff members, April 11, in the Rayburn House Office Building. ROBERT FLATEN addressed the seventh annual Washington Symposium on Religion and Politics, of the Lutheran House of Studies, April 11, and lectured on Congress and the Middle East at the University of North Carolina, April 21. On April 15 staff assistant JACK SEGAL conducted a briefing on the functions of the Office of Congressional Relations, for 15 new senior Civil Service employees. During the congressional Easter recess, PETER BURLEIGH traveled, April 3–15, to France, Egypt, Israel and Tunisia, with a congressional delegation led by Congressman MELVIN PRICE (D.-Ill.), while ANDY THOMS accompanied Congressman MATTHEW F. McHUGH (D.-N.Y.), and his congressional delegation to Somalia, Oman, Pakistan, Saudi Arabia, Kuwait and Turkey, August 2–13. New staff members are BETTE FRICKE, personal assistant to Mr. Atwood, and MICKI MAFFETT. ☐

HONG KONG—Consul general *Thomas P. Shoesmith*, left, and wife greet Congressman *Clarence Brown Jr.* (R.-O.) at a reception here for members of the Joint Economic Commitee of Congress.☐

Consular Affairs

On March 21, Assistant Secretary BARBARA M. WATSON addressed the annual meeting of the consular corps of Miami. Her talk centered around the mutual concerns that consuls have in serving their citizens living and traveling abroad. On March 28, she was the guest of honor of the Marine Corps "Dining In," in Seattle. While there, she was received by lieutenant governor JOHN A. CHERBERG. She also met with EDWARD HART, agent-in-charge of the Seattle Passport Agency. After visiting the office and meeting the agency staff, she discussed bureau priorities and the agency's operation with the employees. Miss Watson headed a delegation of bureau personnel attending the memorial services at Andrews Air Force Base for the American boxing team killed in the air crash at Warsaw. Also in the delegation were JAMES WARD, JOYCE GUNN, TERESA HOBGOOD, MICAELA CELLA of the Office of Overseas Citizen Services; CATHERINE GERARDI, staff assistant to Miss Watson; and BERNARD J. FENNELL, bureau press officer. Peruvian Supreme Court Justice ROBERTO MacLEAN called on Miss Watson recently to discuss the pending exchange of penal sanctions treaty.

The bureau recently held two workshops for congressional staff members, in the Visa Office. The first, on immigrant visas, was held April 11. The second, on nonimmigrant visas, was on April 18. Over 40 participants from

LONDON—Consul general *Alan A. Gise*, left, presents certificates to *Linda Paton* and *Michael Canegan* for completion of Foreign Service Institute correspondence courses. Others, from left: *Sylvia McLeen, Rogert E. Ezelle, Richard R. Peterson, Peter Bennett* and *Michael L. Hancock*. ☐

Capitol Hill attended the seminars, intended to assist the congressional offices in understanding the consular function. Both workshops were conducted by JOSEPH OLENIK of the Visa Office. On April 9, MARY ANN YODEN, director of the bureau's public affairs unit, traveled to New York to begin production of the bureau's 1980 radio and television public service announcements. These spots provide travel advice for Americans going abroad.

DORIS BECK has joined the bureau's Executive Office, from the Office of Marine Science and Technology Affairs. SHEILA WALKER has joined the Office of Overseas Citizen Services, and will be working in the Citizen Consular Services Division. SHELLY ROSEN is the new director of the Systems Staff. He was with the Office of the Deputy Assistant Secretary for Information Systems. VIVIAN FERRIN, associate director, Passport Services, and ADRIENNE HATCHETT and PAT CARTER, of the bureau personnel office, visited the San Francisco Passport Agency, April 8–11. This was the first agency to be visited by the newly-established passport service support team. Mr. Ferrin looked into the management and workflow aspects of the agency, while Ms. Carter and Ms. Hatchett assisted with personnel concerns. MARGARET KELLER retired after more than 12 years with the Office of Passport Services. Her most recent position was chief of the Research and Liaison Branch.

The Office of Overseas Citizen Services participated in the Liberian task force set up in the Operations Center the week of March 12. Bureau personnel staffing the task force were RICHARD BELT, RUTH BROOKS, MICAELA CELLA, REED CLARK, CARMEN DiPLACIDO, THOMAS GLOVER, CHRISTOPHER KENNEDY, BETTY KIRINCICH, DALE LEACH and JAY RINI.

Attending the Executive Congressional Seminar from the bureau were MILDRED HALL and JAKE DYELS of the Visa Office; SANDRA TRENDIC of the Executive Office; and ROBERTA McGOUGH of Miss Watson's office. On April 8–9, JOHN ADAMS and Ms. Hall of the Visa Office assisted immigration inspectors at John F. Kennedy Airport, in the application of new visa procedures relating to Iranian citizens. CECIL BRATHWAITE attended a seminar in New York, March 12, conducted by the New York City Chamber of Commerce. He spoke on visa classification and procedures for corporate executives from foreign countries. CORNELIUS D. SCULLY attended a seminar, March 26–28, at Racine, Wisc., on recruitment of foreign students for admission to educational institutions in the United States. On March 27, JEROME OGDEN, JOHN ADAMS, SUE PATTERSON and BRIAN McNAMARA addressed a dinner meeting of the Washington Chapter of the Association of Immigration and Nationality Lawyers. Mr. Ogden has left the Visa Office for new duties on the People's Republic of China desk. ☐

East Asian and Pacific Affairs

Assistant Secretary RICHARD HOLBROOKE participated in the visit of Chinese Vice Foreign Minister ZHANG WENJIN, in Washington and New York, March 17. He briefed a group of editors of agricultural publications on U.S.-China trade, and spoke at the Women's National Democratic Club on "The U.S. Positions in the Pacific in 1980." During April, Mr. Holbrooke spoke to the Council on Foreign Relations, in New York, on Indochina; briefed the Advertising Council conference on Asia, in the Department; participated in a conference on Japan, at the Madison Hotel; and spoke to the School for Advanced International Studies, at Johns Hopkins University, on "China 1980." On April 15, Mr. Holbrooke participated in a faculty seminar on U.S. foreign policy, at the Center for International Affairs, Harvard University.

Deputy assistant secretary EVELYN COLBERT addressed the Presidential Classroom, trustees of the Asia Foundation, on U.S. policy in East Asia. Deputy assistant secretary ANTHONY ALBRECHT attended the Pacific Basin Fund conference, sponsored by the Rockefeller Foundation, March 31, in New York. Economic officer DONN HEANEY visited Bangkok, March 18–26, as a member of the U.S. delegation to the annual Economic and Social Commission for Asia and Pacific meeting. While in the region, he also visited Hong Kong as the bureau representative at the commercial officers conference. ANDREW OSTERMAN attended the Japan Society's seminar on "Comparative Industries: Japan and the United States in the 1980s," in New York, March 19.

Labor adviser ROBERT PFEIFFER attended the labor attache conference in New Delhi, March 10–14, and consulted with government and trade union leaders in Japan, and members of the labor policy committee at Commander-in-chief, Pacific, headquarters. He was also briefed on the political/military situation in Asia. CHAS FREEMAN, director of the Office of the People's Republic of China and Mongolian Affairs, was in San Francisco, April 16, to meet with the editorial board of the San Francisco Examiner and address the San Francisco Committee on Foreign Relations, on U.S.-People's Republic of China relations. On April 17, he addressed the World Affairs Council and the University of Southern California's Institute of World Affairs. April

22–May 4, he was in Beijing, Shanghai, Guangzhou and Hong Kong for consultations, and to participate in the official opening of the American consulate in Shanghai. He also consulted in Tokyo with the Japanese Foreign Ministry; attended a conference on "Asia in the New Cold War," at Swarthmore; and addressed a conference on U.S.-China relations, in St. Louis. Deputy director SCOTT HALLFORD addressed the Memphis Rotary Club on U.S.-China relations, March 19, and spoke at a student seminar at Southwestern, in Memphis. On March 27, he briefed a Brookings Institution conference for business executives; participated in a seminar in Hartford, April 23, for the Connecticut-China trade mission, which, headed by Governor ELLA GRASSO, will visit Hong Kong and China in May; and was in Atlanta, April 18–19, to brief the governor of Georgia on U.S.-China relations. The governor was to lead a trade mission to China in May. CONRAD BELLAMY briefed a group from the Heart, Lung and Blood Institute of the National Institutes of Health, March 24, on U.S.-China relations. The group will visit China, April 8–19. RUTH GOLDBERG accompanied New York Democratic Rep. JONATHAN BINGHAM to China, March 29–April 13. JOHN PARKER addressed the Americans for Democratic Action on U.S.-China relations, April 10, in the Department. DARRYL JOHNSON, chief of the political section, traveled to Harrisburg, Pa., March 27, to address the Foreign Policy Association on U.S.-China relations. He also discussed China with college and high school students, and with the state Chamber of Commerce's energy committee. On April 1-2, Mr. Johnson was in Salt Lake City, to address a political forum at the University of Utah. He also met with faculty members of the university, was interviewed on two radio shows and was the featured guest on a television roundtable interview. BLAINE PORTER, of the Korea desk, represented his office at the March meeting of the Columbia University seminar on Korea, where discussions centered around U.S. policy-making during the Korean war.

New arrivals in the bureau include JERRY OGDEN, chief of the economic section; DONALD C. FERGUSON, coordinator-adviser for Taiwan; and STUART SCHWARTZSTEIN, staff assistant. ☐

PORT MORESBY—Ambassador *Harvey Feldman*, right, congratulates Papua New Guinea's new prime minister, Sir *Julius Chan*, shortly after Sir Julius' investiture. ☐

Economic and Business Affairs

On March 18, Assistant Secretary DEANE R. HINTON took part in economic discussions with the U.S.-Indian Joint Commission. Mr. Hinton gave a review of U.S. investment policy to participants of the Rule of Law Committee conference, April 15. He spoke to members of the Council on Foreign Relations, in New York, April 15, on "Economic Peacemaking: Some Current Problems." On April 16, Mr. Hinton welcomed JOSE VICENTE TORRENTE, director general of international economic relations, to Washington, for the fifth meeting of the U.S.-Spanish Joint Economic Committee. On April 17, Mr. Hinton, at the Department, briefed the conference of young political leaders, on U.S. international trade policy. At the annual meeting of the American Society of International Law, April 18, Mr. Hinton participated in the panel on "Responses to the Afghan-Iranian Crises."

On March 26, senior deputy assistant secretary ERNEST JOHNSTON addressed a group of German parliamentarians on "Trade Issues: U.S. and Europe." REYNOLD A. RIEMER, director of the Planning and Economic Analysis Staff, was alternate representative of the U.S. delegation to the fourth session of the Preparatory Committee for the new International Development Strategy, in New York, February 11–29. The representatives at the session discussed the goals and objectives for the new strategy; another session was to be held in April. A meeting of regional resources officers stationed in Latin America, the first of its kind, was held in Lima, March 31–April 2. MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, who chaired the conference, headed the Washington contingent, which also included representatives from the Bureau of Mines and the U.S. Geological Survey. The meeting examined minerals and energy trends in Latin America, as well as coordination of minerals reporting and liaison activities in the region. In connection with the Lima meeting, Mr. Calingaert visited Colombia for discussions with coffee federation and government officials, and a tour of the coffee producing area.

The UN Conference on Trade and Development interim committee drafting articles of agreement for a Common Fund held its sixth session, April 8–18, in Geneva. JOHN FERRITER, director of the Office of International Commodities, was co-head of the U.S. delegation. Mr Ferriter also represented the United States at a meeting of the Organization for Economic Cooperation and Development's high level group on commodities, in Paris, March 20–21. While there, he chaired another meeting of the ad hoc group coordinating industrial country positions in the Common Fund negotiations.

MILT DRUCKER, of the Commodity Policy Division, was a member of the U.S. delegation at the law of the sea conference, February 26–April 3. The United States was represented by DAVID H. BURNS, chief of the Tropical Products Division, at the ninth council session of the International Sugar Organization, in London, March 14–April 1. Several key provisions of the International Sugar Agreement were renegotiated at the session, including a one-cent revision in the agreement price range, and new market shares for sugar exporters. Officers of the Tropical Products Division also attended consultations, in London, aimed at determining whether sufficient progress had been made to warrant reconvening a full negotiation of the International Cocoa Agreement. The delegation, headed by DAVE BURNS, was able to offer additional U.S. flexibility; however, it was decided to terminate the current cocoa agreement without convening another negotiating conference. DAVID A. ROSS of the Tropical Products Division headed the U.S. delegation to the second working group on cotton development, sponsored by the UN Development Program, in Geneva, May 17-21. Mr. Ross also attended the fifth preparatory session on cotton, of the UN Conference on Trade and Development, March 24–28.

RALPH JOHNSON, assistant chief of the Industrial and Strategic Materials Division, is

best copy available

INTER-AMERICAN AFFAIRS—At foreign trade meeting, dealing with generalized system of preferences, are, from left: *Ronald Dobson*, Labor; *Rozanne Oliver*, Commerce; *Dewey Pritchard*, Agriculture; *Stephen Gibson*, Office of Regional Economic Policy, Bureau of Inter-American Affairs; *Melissa Coyle*, Office of U.S. Trade Representative; *David Ramsay*, Customs; *Alan Alper*, International Trade Commission. □

serving as alternate U.S. representative at negotiations for a sixth International Tin Agreement, which began in Geneva, April 14. ROBERT SIMPSON, of the same division, attended a meeting of the American Copper Council, in Tucson, March 17-20, to discuss Government policy issues of possible relevance to copper during the 1980s.

ALBERT L. ZUCCA, director of the Office of Commercial Affairs, accompanied Under Secretary of Commerce LUTHER HODGES, and Export-Import Bank director DONALD STINGEL on a special trade mission to Argentina and Paraguay, March 8-13, in support of the efforts of American firms to secure contracts for the construction of $5-$6 billion hydroelectric projects being built jointly by Argentina and Paraguay. Subsequently, Mr. Zucca chaired economic and commercial officers conferences in Athens and Hong Kong, cosponsored with the Commerce Department, March 17-March 28.

The chief of the Textiles Division, DONALD McCONVILLE, attended the American Textile Manufacturers Institute's annual convention in Hawaii, March 26-28. He remained in Honolulu for textile consultations with Japan, April 1-2, then proceeded to East Asia for bilateral textile consultations in Hong Kong, Seoul and Beijing. ANN BERRY, assistant chief of the Textiles Division, led a negotiating team to New Delhi, March 19-21, and to Colombo, March 24-28. JAMES TREICHEL, Office of Maritime Affairs, participated in maritime negotiations between the United States and China, in Beijing, March 31-April 4. WAYNE S. BOBBY has entered on duty in the Textiles Division. □

European Affairs

Deputy assistant secretary H. ALLEN HOLMES traveled to London for consultations, March 16-18. Mr. Holmes also led the U.S. side in bilateral Conference on Security and Cooperation in Europe consultations, in Washington, with the Poles (March 28), the Romanians (April 10) and the Austrians (April 14), Deputy assistant secretary ROBERT L. BARRY briefed the Los Angeles Chamber of Commerce on March 19, the National Newspaper Association on March 20, and the Naval Academy on March 31, on U.S.-Soviet relations. On March 21, 22 and 24 Mr. Barry participated in the DOROTHY SARNOFF television workshop for senior officials.

Ambassador RICHARD J. BLOOMFIELD, Portugal, was in the Department for consultations, March 12-21. Ambassador RODNEY KENNEDY-MINOTT, Sweden, was in Washington for consultations, April 10-21. Ambassador TERENCE E. TODMAN, Spain, was in the Department, April 16-18, for the visit of the Spanish foreign minister to attend the U.S.-Spanish Council meeting. Ambassador ROBERT F. WAGNER, Vatican, was in the Department for consultation on March 21.

DAVID ANDERSON, minister, U.S. mission, Berlin, consulted in Washington on April 9-10. RONALD B. CASAGRANDE, head of economic/commercial section, U.S. mission, Berlin, consulted in Washington on March 24-28, while on home leave. ROBERT T. HENNEMEYER, Munich consul general, visited Washington during the visit of Christian Democratic Union/Christian Social Union Chancellor-candidate FRANZ-JOSEF STRAUSS, on March 12-14. JOHN KORNBLUM, head of political section, U.S. mission, Berlin, consulted in Washington on March 24-28. JOHN J. MARESCA, director, Office of Western European Affairs, visited Lisbon, Madrid and Paris on consultation, March 19-April 1. ROBERT L. FUNSETH, director, Office of Northern European Affairs, and MICHAEL A. MICHAUD, officer-in-charge of United Kingdom affairs, participated in a conference on Europe in the 80s, at Reston Va., April 25-27. STEPHEN J. LEDOGAR, director, Office of European Security and Political Affairs, accompanied Under Secretary of Defense ROBERT KOMER in "reinforcing" an April 14 meeting of NATO's Defense Planning Committee, convened to discuss the alliance's response to the

OTTAWA, Canada—At awards presentation, from left: deputy chief of mission *Robert W. Duemling; Gloria Hatoum; Carolyn Paquette;* Ambassador *Kenneth M. Curtis; Zena Mariados;* administrative officer *George J. Krieger Jr.* □

Afghanistan invasion. ROGER G. HARRISON, officer-in-charge of political affairs, led a U.S. delegation to the NATO experts meeting on the Conference on Security and Cooperation in Europe, March 18–20. AVIS T. BOHLEN joined the office on March 3 as officer-in-charge of arms control and strategic affairs. One of Ms. Bohlen's first assignments was to represent the bureau at a March 13–14 Brussels meeting of the Special Consultative Group on Theatre Nuclear Force Arms Control.

PAULA SCHEFFER, primarily assigned to the Bureau of Administration under the Presidential Management Internship Program, has been detailed to the post management staff, Office of the Executive Director. WILLIAM T. SHINN JR., director, Office of Soviet Union Affairs, traveled to Los Angeles, March 18, to address members of the Claremont International Studies Association Symposium, and to address students and faculty at the Claremont Graduate School. On April 1–2 ROBERT M. PERITO, Multilateral Section, visited Corning Community College and Broome County Community College in New York, where he spoke on U.S.-Soviet relations, post-Afghanistan, and appeared on a number of local television and radio stations. On March 23, MARK R. PARRIS, of that office, spoke on the same topic at Ravensworth Baptist Church, in Annandale, Va. On March 20, ROBERT W. FARRAND, officer-in-charge, bilateral relations, spoke on U.S./USSR relations post-Afghanistan, in Newport, R.I., at the invitation of the Newport Council for International Visitors and the Student Senate of Salve Regina College. Mr. Farrand also was in New York, March 23, to speak on Soviet emigration, before the executive committee of the Hebrew Immigrant Aid Society on the occasion of that organization's 100th anniversary. DAVID K. EDMINSTER, deputy director, Office of Central European Affairs, and RALPH C. PORTER, officer-in-charge, Swiss-Austrian affairs, participated in a seminar on the Austrian state treaty, at American University, on April 8. □

Foreign Service Institute

New staff members are BRIAN STAPLES from the Passport Office, and MARGARET HANSBOROUGH and LINDA JACOBSEN, new appointees. New language and culture instructors are RAUL RIVERO, EDUARDO CAPERAS, YEUK LAN TSO, and KAM-HUNG LUK. □

Inspector General's Office

In March and April, inspector general ROBERT C. BREWSTER traveled to Santiago and Quito for consultations with the inspection team and mission personnel. Deputy inspector general RICHARD K. FOX traveled to Brazil and Venezuela, and deputy inspector general FRANCIS X. READY traveled to Japan to consult with inspection teams and mission management. In March, inspector RICHARD F. FISHER left the inspection staff for training at the Foreign Service Institute and onward assignment as the senior regional budget and fiscal officer in Abidjan. Expected to join the inspection staff in April were HENRY AVALOS, ROBERT Z. BENEDICT, TIMOTHY R. HEALY, HUGH B. HOLLINGSWORTH JR., WILLIAM E. KEPPLER JR., CHARLES N. KINN and JAMES K. MAHAFFEY. Effective April 1, GEORGE M. LOWE JR. was designated executive director, replacing LYNN W. BURGENER, who assumed the role of assistant to the director of audit. □

Intelligence and Research

EDITH M. SCOTT, deputy director of the Office of Analysis for Africa, attended a meeting of the Council on Foreign Relations study group, March 25. MARTIN LOWENKOPF, analyst in the same office, addressed a seminar on Zimbabwe, at Hoover Institute, Stanford University, March 25. ANTON W. DePORTE, director of the Office of Analysis for Western Europe, lectured on "France Between the Superpowers," at the French Institute, New York University, March 26; and on "History and Foreign Policy-Making," at the convention of the American Association for the Advancement of the Humanities, March 28. Mr. DePorte also lectured on "French Foreign Policy and U.S.-European Relations since 1945," at Columbia University, April 18. F. HERBERT CAPPS, deputy director of that office, participated in the Finnish-American conference on "Changing Conditions of European Security," at Georgetown University's Center for Strategic and International Studies, April 14–15. JOHN CAMPBELL, analyst, attended a conference on "Quebec and the North American Economy," sponsored by the Institute for Research on Public Policy, March 21.

For the Office of Politico-Military Analysis, deputy director WILLIAM D. HOWELLS attended a nuclear weapons course at Sandia, N.M., and the ballistic missile course at Vandenberg Air Force Base, March 10–21. GARY CROCKER, analyst from the same office, was the Department representative at a NATO conference, March 17–28. DEBRA STOGDALE, analyst, attended the 17th session of the U.S.-USSR Standing Consultative Commission, in Geneva, March 18–April 3. GEORGE S. HARRIS, director of the Office of Analysis for the Near East and South Asia, gave a lecture on Turkey at the University of North Carolina, March 13. He also spoke on "Turkey Between Alliance and Alienation," at a conference on Turkey and the West, sponsored by City University Graduate School and Foreign Policy Institute, in New York. JOSEPH V. MONTVILLE, chief of the Near East Division, participated in a program on the Persian Gulf and Afghanistan, with three academics, before the student body at the Command and General Staff College, Fort Leavenworth, April 3. THEODORE H. KATTOUF, analyst in the division, delivered a lecture on the "Middle East and Oil Supplies," to a symposium on energy at Frostburg State College, in Maryland, April 17. WALTER K. ANDERSEN, analyst in the South Asia Division, spoke on "Boycott of the Summer Olympics," at Youngstown University. This was televised on a local television station in Youngstown, April 10. He also visited Pennsylvania State University, in College Park, where he lectured on "The Soviet Invasion of Afghanistan and the U.S. Response"; spoke to two classes on current strategic issues in Asia; and participated in an interview on a local radio station, April 15–16. □

Inter-American Affairs

Assistant Secretary WILLIAM G. BOWDLER addressed a luncheon meeting of the Pan American Society of the United States, April 8, in New York. On April 11, he attended the semiannual meeting of the Arizona-Mexico and Arizona-Sonora Commissions, in Phoneix, where he was the principal banquet speaker.

Deputy assistant secretary JOHN A. BUSHNELL was in Brazil, April 10–18, to participate in a meeting of the Inter-American Development Bank, and for consultations. On April 26, deputy assistant secretary SAMUEL D. EATON traveled to Miami, where he attended a seminar on public affairs in Latin America, sponsored by the Public Affairs Council. Deputy assistant secretary RALPH C. GUZMAN participated in a bilingual conference on the education needs of Chicano migrant children, sponsored by the University of Wisconsin, March 20–21. On April 9, he attended the University of Arizona symposium for Latin American and Caribbean journalists. Dr. Guzman traveled to Greenville, N.C., April 15–16 to lecture on Mexican immigration, at East Carolina Univeristy. An address was delivered by deputy assistant secretary JIM CHEEK at the seminar on Central America and the Caribbean, April 14–15. The seminar was organized by the Institute of the Americas and the San Antonio Chamber of Commerce.

Recent personnel changes in the Mission to the Organization of American States include the retirements of deputy permanent representative IRVING G. TRAGEN, LOUISE GEIGAN and NORMA JEAN CALDERHEAD; and the departure of LILLIAN K. FOCHS in preparation for assignment to Brussels. HERBERT B. THOMPSON, former director of the bureau's Office of Congressional, Human Rights and Public Affairs, succeeds Mr. Tragen. □

GUAYAQUIL, Ecuador—At retirement ceremony for consul general *Robert A. Bishton* are, from left: *Edward Wilkinson*, chief of the consular section; businessman *Juan Andrade;* and *William Kohlenbush*, general services officer. Mr. Bishton is holding cut-glass decanter presented to him by his staff. ☐

International Narcotics Matters

Assistant Secretary MATHEA FALCO addressed the New York Conference on Substance Abuse, as the keynote speaker, in March. The group consisted of demand-reduction experts from New York. Miss Falco reviewed the activities of the Carter administration in the international drug field, stressing the increased focus on demand-reduction activities abroad. Accompanied by DON E. MUDD, chief of the Americas Division in the Office of Program Management, Miss Falco met with Peruvian government officials, including the prime minister, the minister of agriculture and the minister of interior, to discuss Peruvian efforts to curtail illicit coca production in the Tingo Maria area. In addition to seeking to curtail illicit coca production, the U.S.-Peruvian effort envisions an integrated rural development program to assist small farmers to grow other crops.

JOSEPH G. McLEAN, program officer for Mexico, visited Slidell, La.; Mexico, and El Paso, March 9-25. In Slidell, he met with

DIRECCION DE
INVESTIGACION DE TRAFICO
ILICITO DE DROGAS

NARCOTICS MATTERS—Assistant Secretary *Mathea Falco*, accompanied by Ambassador *Harry W. Shlaudeman*, leave Peruvian police headquarters during her recent consultations in Lima. ☐

federal officials who developed the bureau's advanced remote-sensing equipment for the Mexican opium eradication campaign. In Mexico, Mr. McLean visited the Mexican attorney general's air operations headquarters in Mexico City, and observed an anti-opium spraying operation in the Sierra Madre Mountains, near Culiacan. In El Paso, he was briefed on the operations of the computerized El Paso Intelligence Center, operated by the Drug Enforcement Administration, the U.S. Customs Service, and the Immigration and Naturalization Service.

Deputy assistant secretary EDWIN G. CORR visited Turkey, March 11-14, and Pakistan, March 15-25, to study possible projects for bilateral narcotics control assistance, to try to impede the greatly-increased flow of heroin from southwest Asia to the United States. DEWEY R. WATKINS JR., deputy controller, visited the following posts from March 19-April 2: Tegucigalpa, Panama, Asuncion, La Paz and Lima. Mr. Watkins provided assistance for a semiannual financial review of narcotics projects, as well as advice on project accounting practices, procedures and reporting requirements. In addition, Mr. Watkins assisted each embassy's narcotics assistance unit, administrative section, and budget and fiscal office to resolve other general questions associated with the bureau's local programs.

RICHARD R. MARTINEZ, training coordinator, departed the bureau in March to assume his new duties as deputy chief of the narcotics assistance unit in the American embassy in Mexico City. The current deputy chief of that unit, MAURICE M. TANNER, will be moving up to become chief of the unit. The current chief, CEASAR P. BERNAL, is being transferred to the American embassy in Bogota, where he will take over as chief of that narcotics assistance unit, from JOHN M. McINTYRE. HARRY L. COBURN, director of the Office of Program Management, visited Florence and Rome, April 9-19. He was a speaker at Florence's international meeting on drug abuse. In Rome he consulted with embassy officials, and met with officials of the UN Social Research and Defense Institute. BROR REXED, director of the UN Fund for Drug Abuse Control, and other high-level officials of that Vienna-based organization, visited the bureau and several other U.S. Government offices in March. □

International Organization Affairs

Assistant Secretary CHARLES WILLIAM MAYNES has resigned to become editor of Foreign Policy magazine.

Deputy assistant secretary MARION V. CREEKMORE and GORDON BROWN, director, Office of International Economic Policy, attended the UN General Assembly, March 31–April 11, as advisers. Mr. Creekmore also attended the seventh regular session of the Geneva Group consultative level, in Geneva, April 27–30, as a representative. WINTHROP M. SOUTHWORTH JR. attended the meeting as an adviser. Mr. Creekmore also attended the Organization for Economic Cooperation and Development North/South Group, in Paris, April 30.

JOHN W. McDONALD JR. was designated acting deputy assistant secretary for human rights and social affairs. On April 3, he spoke at the Department of Labor. On April 8, he addressed a health, education and welfare seminar on "Basic Needs." JOHN D. FOX, director, Office of Development and Humanitarian Programs, spoke at American University on "UN Development Activities," April 8. Mr. Fox met with UN Development Program officials in New York, April 16, to discuss plans for the third programming cycle.

HERBERT G. WING, cochairman of the Federal Inter-Agency Committee for the International Year of the Child, chaired the final

INTERNATIONAL ORGANIZATION AFFAIRS—Assistant Secretary *C. William Maynes* presents John Jacob Rogers Award to *Anne Kane*, director of administrative services, who retired recently after 34 years' service—all in the bureau. *(Photo by David Humprhey, Visual Services)* □

meeting of the committee, April 29. CAROL MILLS has transferred from Sydney to the Office of UN Political Affairs, replacing LINDA DUGGAN, who has been assigned to the Bureau of International Narcotics Matters. MARYLIN SCHIELE, from the Office of UN Political Affairs, has been assigned to the Foreign Service Institute before departing for Geneva. She is being replaced by CAROL LANDIS, from the Office of the Deputy Director for Conference Administration. ROBERTA CHEW, from Santo Domingo, has replaced FRANKLIN MARCUS as staff assistant. Mr. Marcus has transferred to the Bureau of Intelligence and Research. CAROL MEDEIROS, from the Language Services Division of the Bureau of Administration, has been assigned to the Office of the Deputy Director for Conference Administration. MARY CARDOSA, from East Berlin, is working in the Science and Technology Directorate. LOUISE GEIGAN has retired from the U.S. mission to the Organization of American States.

JOHN F. SIMMONS, Office of International Economic Policy, attended the 35th plenary session, Economic Commission for Europe, in Geneva, April 15–26, as an adviser. CONSTANTINE WARVARIV, director of the Transportation and Communications Directorate, was the U.S. representative to the 13th session of the executive council of the World Tourism Organization, April 21–25, in Madrid. PHILIP S. KAPLAN, director, Office of Multilateral Plans and Coordination, attended the Interparliamentary Union meeting in Oslo, as Department adviser to the U.S. delegation, April 7-12. ROBERT GEHRING, Agency Directorate for Agriculture, attended the ninth session of the governing body of the World Food Program's Committee on Food Aid Policies and Programs, in Rome, April 14–25. MARTIN JACOBS, deputy director of the Agency Directorate for UNESCO, participated in the U.S. delegation to the Intergovernmental Meeting on Communications Development, April 14–21, in Paris. Also participating was WILLIAM HARLEY, communications adviser to the National Commission for UNESCO. The delegation was led by Ambassador BARBARA W. NEWELL. FRANK CUNNINGHAM, Office of Science and Technology, attended the eighth session of the governing council of the UN Environment Program, in Nairobi, April 16–29, as adviser.

PETER ACCOLLA, currently on loan to the Bureau of International Organization Affairs from the Department of Labor, will be assisting JOHN REINERTSON, director of international labor affairs, with preparations for the 66th general conference of the International Labor Organization. The United States, which recently rejoined that organization after an absence of nearly two years, is restructuring U.S. policy toward it. Mr. Accolla's detail to State has been extended to May 15, when he is to return to the Department of Labor. He will continue to be involved there with international labor issues. Previous to this assignment, Mr. Accolla had been assigned to Ambassador JOHN McDONALD to help coordinate interagency preparations for the third general conference of the UN International Development Organization, and to serve as a member of the U.S. delegation to that conference in New Delhi, January 21–February 8.

BERNICE BAER, from the International Women's Programs Directorate, has been assigned by ICA to the Capitol Hill Women's Political Caucus. ALFRED P. BRAINARD, deputy director, Policy Management Staff, was U.S. representative to the UN Committee on Information, April 11. BARBARA HEMINGWAY, International Economic Policy Staff, served as adviser to the U.S. observer delegation to the sixth conference of ministers, Economic Commission for Africa, in Addis Ababa, April 9–12.

RICHARD T. MILLER, Office of International Economic Policy, attended the spring session of the Economic and Social Council, in New York, April 8–May 2, as an adviser. He also served as adviser to the fifth session of the preparatory committee for international development strategy, UN General Assembly, in New York, April 14–25. NEIL BOYER, director for health and narcotics programs, served as alternate representative to the inter-American meeting, at the ministerial level, on animal health, in Washington, April 14–17. WARREN HEWITT, director of the Office of Human Rights Affairs, led the U.S. representation to the Human Rights Commission, which met in Paris, April 21–25.

The 109th session of the executive board of UNESCO began in Paris, April 21. DAVID ROWE, director of the agency directorate for the organization, attended this session. CSANAD TOTH, special assistant, addressed the Overseas Education Fund, in Washington, April 22.

The following individuals have been presented awards: (Superior Honor Awards) THOMAS MOSSELLEM, deputy director for conference administration, and WILLIAM EDGAR, former director of the Office of International Economic Policy; (Meritorious Honor Awards) JESSIE MAY HURT and MAVIS IRENE WARREN of the Office of UN System Recruitment; MILDRED JOY SULLIVAN of the International Management Staff; and THOMAS WIDENHOUSE of the U.S. delegation to the mutual and balanced force reduction talks mission in Vienna; (Meritorious Group Honor Award) KATHLEEN FITZPATRICK, MARTHA RIPLEY, MARIA RODEGERS, MICHAEL SPRUNG, and KATHLEEN STEMPLINSKI of the Office of Administrative Services; (Cash Awards) OFELIA MUENZER, of the Office of the Assistant Secretary, and ANGELA WHITE, of the Bureau of Personnel; (John Jacobs Rogers Award) ANNE KANE, former director of the Office of Administrative Services. □

Near Eastern and South Asian Affairs

Assistant Secretary HAROLD SAUNDERS addressed the national conference for editors and broadcasters, in the Department, on March 5. On March 13, deputy assistant secretary MORRIS DRAPER traveled to Holland, Mich., where he spoke before a Hope College symposium on "The Configuration of Peace in the Middle East: The American View." Deputy assistant secretary MICHAEL STERNER was in Boston, on March 18-19, speaking before the newly-formed Ambassadors Council of the Boston World Affairs Council. Mr. Sterner also met with journalists while in Boston, and with vice presidents of the First National Bank of Boston, at a luncheon meeting. Deputy assistant secretary JOSEPH TWINAM addressed members of Sister Cities International during their Washington conference, on March 14. On March 6, JOHN COUNTRYMAN, director of the Office of Arabian Peninsula Affairs, discussed the gulf region before members of the National Foreign Trade Council, in New York.

ROGER MERRICK, deputy director for Saudi Arabia and the Yemen, traveled to New Haven, Conn., March 12, to address the conference, "Arc of Crisis," sponsored by the Connecticut League of Women Voters and the Yale University School of International Relations. RONALD NEUMANN, country officer for Jordan, participated in a conference on the mideast at Delta College, in Saginaw, Mich., March 5. Three bureau officers, including Mr. Neumann, traveled to West Point during February and March to work with FSO GENE PRESTON, who is assigned to the Department of Social Studies there and conducts the Middle East studies program. NATHANIEL HOWELL, director of the Office of Iraq, Jordan, Lebanon and Syrian Affairs, and BERNARD JOHNS, country officer for Syria, addressed six classes and seminars on a variety of area issues at West Pont. In addition to similar classroom work, Mr. Neumann appeared as a panelist on the West Point-produced television program "To the Point." PETER DODD, regional labor and social affairs adviser, attended the worldwide labor attache conference in New Delhi, March 10-14. Mr. Dodd also visited Cairo, Amman, Tel Aviv and Bahrain, en route to and on return from the conference, for consultations with embassy officers and local government and labor leaders.

Ambassadors recently consulting in the bureau included SAMUEL LEWIS, Israel; JOHN WEST, Saudi Arabia; ARTHUR HUMMEL, Pakistan; ROBERT PELLETREAU, Bahrain; ALFRED ATHERTON JR., Cairo; DAVID T. SCHNEIDER, Bangladesh. □

LEWIS ALEXANDER presented a paper on "Socio-Economic Aspects of Marine Resource Development Activity in Latin America," to representatives attending the Or-

NEW DELHI—At labor attaches conference are, front row, from left: ***John Gwynn, Edward Bond, Raymond Lombardi, James Mattson, Eiler Cook, Elaine Everstine, Dean Clowes, Carolyn Gregory, Leonard Sandman, Wilbur Wright, Robert Carroll, Jesse Brumfield, Raymond Pardon, Edward Woltman.*** **Others, from left, are:** ***Richard Booth, Emil Lindahl, Thomas Martin, John Kelley, Casimir Scoon, Gregory Mattson, John Becker, Irwin Rubenstein, Peter Dodd, Harry Pollak, James Shea, Ward Thompson, William Harrop, Anthony Dalsimer, Roger Schrader, George Heatley, Glenn Halm, Edward McHale, Herbert Weiner, Gerald Holmes, Don Kienzle, Thor Kuniholm, Herbert Baker, Dan Turnquist, Robert Pfeiffer, John Grimes, Charles Hare, Paul Bergman, Edward Perkins, John Warnock, Robert Senser, John Stephens, David Hutchison, Alden Irons, Harold Davey.*** □

ganization of American States' Department of Scientific and Technological Affairs meetings, March 24–26. Subject of the conference was "Marine Resource Development in Latin America and the Caribbean." On April 13–17, SANDRA SHAW attended the annual meeting of the Association of American Geographers, in Louisville, Ky. ROBERT SMITH testified at a Fish Conservation Management Act violation trial in Corpus Christi, Tex., for the Department of Justice, April 16. □

SINAI SUPPORT MISSION

C. WILLIAM KONTOS, director, visited New York, April 16, to attend an International Peace Academy meeting, and to consult with officials of the U.S. mission to the UN. James Wallen, associate director for engineering, also attended the meeting. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING addressed the eighth annual meeting of the National Ocean Industries Association, March 11, in Washington, on "The 1980s: Decade for Ocean Development." March 13–14, Mr. Pickering attended meetings at the UN Conference for Law of the Sea, in New York. He testified before the Senate Foreign Relations Committee, March 18, on nuclear nonproliferation issues. March 23–28, Mr. Pickering attended meetings in Paris with Department of Energy Under Secretary JOHN DEUTCH and the International Energy Technology Group, followed by meetings in Rudesheim, Federal Republic of Germany, with economic summit energy representatives.

The deputy assistant secretary for environment, health and natural resources, WILLIAM A. HAYNE, was the spokesman for the Department at the plenary session of the International Studies Association meeting, in Los Angeles, March 21. His subject was "Foreign Policy Implications of Global 2000 and the World Conservation Strategy." WILLIAM W. MANSFIELD, Office of Environment and Health, represented the Department in preparatory talks, in Panama, for the meeting of the Joint Environment Commission, established by the new Panama Canal treaty. March 16–22, V. EDWARD OLSON, Office of Environment and Health, was a member of the U.S. delegation to the Organization of Economic Cooperation and Development environment committee meeting, in Paris. BILL L. LONG, director, Office of Food and Natural Resources, headed the U.S. delegation to the third bilateral meeting of the U.S. and Mexico, on arid lands management and desertification control, in Lubbock, Tex., March 19–21. EDWARD BITTNER, deputy director of the Office of Food and Natural Resources, represented the Department at the U.S.–Mexico border environmental problems meeting, in El Paso, March 11–21.

On April 8, MORRIS BUSBY, acting deputy assistant secretary for oceans and fisheries affairs, accompanied by LARRY SNEAD, Office of Fisheries Affairs, and MARY McLEOD, Office of the Legal Adviser, met in Ottawa with Canadian fishery officials, to discuss the U.S. initiative to establish a new international convention on the conservation, restoration and growth of salmon in the North Atlantic Ocean. NORMAN WULF, director, Office of Marine Science and Technology Affairs, and LISLE ROSE, Office of Polar Affairs, returned from their six-week tour in New York with the U.S. law of the sea delegation at the ninth session of the UN Conference on the Law of the Sea. Mr. Wulf headed the U.S. negotiating team in Committee III (marine science and pollution). Mr. Rose worked on informal plenary matters, including final and general clauses in the preamble.

EILEEN MATURI has transferred to the National Environmental Satellite Service, from the Navy billet in the Office of Marine Science and Technology Affairs, where she was executive secretary for the panel on international programs and international cooperation, of the interagency committee on international ocean affairs. WILLIAM ERB, research vessel clearance officer, attended a meeting of the University National Oceanographic Laboratory System advisory council, in Santa Barbara, February 27–29, to discuss researchers' post-cruise obligations to foreign countries.

RICHARD E. BENEDICK, coordinator of population affairs, with International Development Cooperation Agency and AID senior officials, participated in a day of consultations at the UN Fund for Population Activities, in New York, February 25. The meeting, which involved the fund's executive director, RAFAEL SALAS, and his senior staff, covered the fund's priority needs and program initiatives for the next two years. On February 29, Mr. Benedick testified on U.S. international population policy before the Subcommittee on International Economic Policy and Trade, of the House Foreign Affairs Committee; Mr. Benedick placed special emphasis on the need for more biomedical research in reproductive sciences. March 3, Mr. Benedick delivered an address on "World Population and the Department of State," at the Georgetown Center for Strategic and International Studies. He presented written testimony, March 31, to the European Parliament's Committee on Development and Cooperation, on "Population and World Hunger." WILLIAM C. SERGEANT, of the Office of the Coordinator of Population Affairs, visited Mexico, Colombia and Brazil, February 3-15. He consulted with government officials and U.S. embassy officers about the progress of family planning programs in the three countries.

JOHN P. BORIGHT, director of the Office of Nuclear Technology and Safeguards, traveled to Vienna, March 2-7, to attend the International Atomic Energy Agency board of governors meeting. Mr. Boright also traveled to Oak Ridge, Tenn., March 11, to attend a session on studies of safeguards approaches to the Portsmouth gas centrifuge enrichment plant. ALLEN L. SESSOMS, formerly assistant professor of physics at Harvard University, has joined the Office of Nuclear Technology and Safeguards as a physical science officer. Mr. Sessoms attended a meeting at the Nuclear Energy Agency, in Paris, March 24-26, on long-term projections of development of nuclear power. PIERRE SHOSTAL, director, Office of Cooperative Science and Technology Programs, and Robert Illing, also of that office, attended the meeting, April 7-11 of the U.S. Yugoslav Joint Board on Science and Technology, in Washington. □

Politico-Military Affairs

Office of the Director: Director REGINALD BARTHOLOMEW and deputy director DAVID GOMPERT visited London, April 15-17, for U.S./United Kingdom consultations. Mr. Bartholomew then traveled to Aachen, to participate in the Bilderberg Conference, and to Paris, April 20-21, for discussions with foreign ministry and embassy officials. DAVID WEISZ has arrived from Embassy Moscow to replace GREGG RUBINSTEIN as staff assistant.

Office of Munitions Control: Director WILLIAM B. ROBINSON addressed the export/import committee of the Electronic Industries Association, in Washington, March 26. Deputy director JAMES G. SAMPAS participated in a panel on "Exports: The Military and Security Aspects," at the spring meeting of the International Council of the Aerospace Industries Association, at San Diego, April 10.

Office of International Security Operations: Director GEORGE CHURCHILL traveled to Seychelles, Kenya and Oman, to negotiate facilities agreements, March 22-April 10. Commander ROBERT BURKE addressed Coast Guard Academy conferences on ocean affairs, in New London, Conn., on "Naval Challenges of the 80s." Colonel CHARLES CORDER completed his tour of duty and was succeeded by Colonel DON POORMAN.

Office of Security Assistance and Sales: Director JAMES P. FARBER addressed the annual security assistance conference at headquarters, U.S.-European Command, in Vaihingen, Germany, on "The Future Role of Security Assistance." Two officers served as deputy chiefs of State/Defense Department defense survey teams: MARK EASTON in Somalia, February 28-March 16; and WALTER HAYDEN in Tunisia, March 8-18. IRWIN PERNICK has transferred within the bureau and is now deputy director of security assistance, special projects. MARK EASTON replaced Mr. Pernick as arms transfer policy implementation officer. □

Public Affairs

Office of Public Programs: On April 2 SECRETARY VANCE met with 15 Hispanic-American leaders from across the country. The meeting, the first of its kind with Hispanic-Americans, was coordinated by PENELOPE WILLIAMS, public affairs officer in the Office of Public Programs, in conjunction with the Executive Secretariat, the Policy Planning Staff, the Bureau of Inter-American Affairs and the Hispanic Employees Council. This session, part of the Department's public outreach program, was the continuation of a dialogue begun at the Department's October 29 foreign policy conference for Hispanic-Americans. Among the Government officials participating were ESTEBAN TORRES, special assistant to the President; DAVID NEWSOM, under secretary for political affairs; BEN READ, under secretary for management: JULIAN NAVA, ambassador-designate to Mexico; ANTHONY LAKE, director, Policy Planning Staff; HODDING CARTER III, assistant secretary for public affairs and Department spokesman; WILLIAM BOWDLER, assistant secretary, Bureau of Inter-American Affairs; ROBERT KRUEGER, ambassador-at-large and coordinator for Mexican affairs; RALPH GUZMAN, JOHN BUSHNELL, W. ROBERT WARNE, TED BRIGGS, LUIGI EINAUDI and MYLES FRECHETTE, Bureau of Inter-American Affairs; RICHARD GRAHAM, Bureau of Human Rights and Humanitarian Affairs; and DAVID LAZAR, AID.

A special briefing for participants in the 36th annual Washington conference of the Advertising Council took place in the Department, April 7. Over 200 attended, in the Dean Acheson Auditorium. The theme was "U.S. National Security Interests." The guests were welcomed by Hodding Carter. MARSHALL SHULMAN, special adviser to the Secretary for Soviet affairs, spoke on U.S.-Soviet relations. He was followed by JOSEPH W. TWINAM, deputy assistant secretary for Near Eastern and South Asian affairs, speaking on the Middle East and southwest Asia. RICHARD HOLBROOKE, assistant secretary for East Asia and Pacific affairs, briefed the group on East Asia and the Pacific, and H. ALLEN HOLMES, principal deputy assistant secretary for European affairs, discussed Europe. The concluding speaker was Lt. General JOHN S. PUSTAY, assistant to the chairman of the Joint Chiefs of Staff, who spoke on the U.S. global military defense outlook. DIXON BOGGS, deputy director, Office of Plans and Opinion Analysis, served as moderator for the sessions. ILMAR HEINARU, chief, National Capital Division, and COLLINGWOOD HARRIS, from the Advertising Council, were in charge of arrangements.

A special briefing was held in the Department, April 3, for representatives of the U.S. Olympic Committee. Participating were Deputy Secretary WARREN CHRISTOPHER, Secretary of Defense HAROLD BROWN, White House counsel LLOYD CUTLER, Mr. Shulman, and Hodding Carter. MARIE BLAND coordinated the arrangements. Other briefings coordinated by Mrs. Bland included a discussion session on economics and trade, for Robert Parks & Associates; an afternoon session of briefings for Naval Academy midshipmen, on current foreign policy issues, and discussion sessions for representatives of the Los Angeles Chamber of Commerce, on U.S.-Soviet relations and other current foreign policy issues.

A scholar-diplomat seminar on African affairs was held in the Department, April 7-11. Twelve professors from across the country participated. GERI LEPAGE of the Public Affairs Office of the Africa bureau, and Mrs. Bland served as program coordinators for the week-long seminar. DIANA HENSHAW addressed a group of students at George Mason University, April 14, on the organization of the Department and the life of the Foreign Service officer.

On April 15, CONSTANCE DUNAWAY, of Public Programs, reached the five-gallon mark in her donations to the Department/Red Cross blood program. LORRAINE HYNES of Public Programs made a survey trip through Georgia and Alabama, where she spoke at the state convention of Federated Women's Clubs, at Jekyll Island, and at the University of Alabama, in Tuscaloosa. ⟶

Office of Press Relations: SAWNY McCARTY returned to the office, April 1, to resume her duties as press officer. Associate spokesman DAVID PASSAGE traveled to Atlanta, April 3-6, for speaking engagements to the Commerce Club, Piedmont Driving Club and Lovett School.

Office of the Historian: N. STEPHEN KANE spoke on "U.S. Mexican Relations since the Korean War," at the Foreign Service Institute, April 3. DAVID W. MABON is serving on the archives committee of the Society for History in the Federal Government. He attended the annual conference of the Association for Asian Studies, in Washington. Historians DAVID PATTERSON and DELIA PITTS joined the office at the end of March. NEAL H. PETERSEN attended the meeting for federal historians, April 16.

Executive Office: Hodding Carter and bureau personnel bid farewell to deputy assistant secretary WILLIAM D. BLAIR JR., at a reception on March 27. The gathering included three former assistant secretaries—CAROL LAISE, JOHN RICHARDSON and MICHAEL COLLINS—and numerous other former and current members of the bureau. Mr. Carter presented Mr. Blair the Department's Distinguished Honor Award and a personal letter of appreciation from SECRETARY VANCE. THELMA MILES, from the American Red Cross, gave Mr. Blair a certificate in recognition of his eight years as chairman of the Department's blood donor program. Mr. Blair received a number of gifts, including an attache case.

MONICA JANZER was reassigned from the Philadelphia Passport Agency, April 21, to the Office of Public Programs, as a public information specialist. PATRICIA CORCORAN was reassigned from Honduras, as a secretary in the Office of Public Programs/Northern Division. EVAN DUNCAN was reassigned from the Washington Passport Office, April 21, to the Office of the Historian, as an historian.

Office of Public Communication: The Correspondence Management Division has been receiving high ratings from the White House for its handling of the President's mail. Each week the White House surveys a random sample of correspondents by telephone, to find out if letters have been answered promptly. Results are reported to the President. In the past two months, Correspondence Management has scored an average of 96 percent positive responses each week. Concern for the hostages in Iran continues to be the principal topic in the large volume of mail Correspondence Management is receiving. The Public Information Service also is receiving many phone calls from citizens concerned about the hostages. ■

PUBLIC AFFAIRS—Deputy assistant secretary *William D. Blair Jr.* with gift from his colleagues. He's wearing the Department's Distinguished Honor Award. *(Photo by David M. Humphrey, Visual Services)* ☐

—(Continued from inside front cover)

desegregation is so eminently worthy that as a nation we have been willing to at least try the bitter medicine of school busing. The goal of a demographically representative Foreign Service should be worthy enough to chip away at the sacred cow of the written FSO examination. The written FSO exam, like its cousin ETS and other paper tests, is a useful but imperfect tool which can place minority examinees at a competitive disadvantage on criteria other than those that purely identify the targeted talent. The shibboleth of the 70 cutoff score does not pass all those and only those who are potentially the best FSO. Probably no written exam can be designed to accurately and purely measure such essential qualities of the most effective FSOs as tact, judgment, resourcefulness, motivation, ability to learn quickly, and independence of thought. I have seen no assertions that these qualities show a strong direct correlation with FSO written exam scores. On the contrary, in my experience they are no more sparsely distributed among females, minorities, or even poor white males, than among the general population. I would guess, too, that economic or "cultural" deprivation probably does not determine whether one is "born with" or able to develop such traits.

Now for the "however." At the more expensive, hopefully more-carefully-focused, final "Assessment Center" stage of the selection precess, the examiners should scrupulously select the best candidates *only* on performance-related criteria without any regard for gender, race, or ethnicity. The female-and-minority-enriched pool of examinees arriving at the final stage, thanks to differential written exam scores, would still ensure a favorably disproportionate ratio of ultimately successful female and minority candidates to white male candidates, and would also ensure (as the present system does not) that the former will be equally competitive with the latter *throughout their careers* without "affirmative action" at every stage of their careers. Admittedly, the lack of racial/sexual differential assessment center criteria would mean a less desirable ratio (though still a very affirmative one) for purposes of a rapid statistical catch-up. But such a catch-up is superficial and ultimately dangerous to our goals.

For it is a subtle but definite perfidy and disservice, however well-intentioned, in the final selection to require supremacy for all white male FSO candidates and only *some* of the female and minority candidates. Who has not already heard outstanding female and minority officers bitterly or defensively complain that they are often seen as owing their career successes to affirmative action rather than only to demonstrated merit? And let us examine our consciences, fellow white male officers: Who among us has not had to suppress a feeling of smug satisfaction that, whatever he has achieved, at least *he* has achieved it on his own?

The Service cannot use differential assessment center standards without stigmatizing *all* minority and female officers, encouraging white male officers to be insufferably righteous, compromising the quality of the Service, and ensuring the necessity of an EEO program *per omnia secula seculorum*.

Sincerely,
FRANCIS J. RICCIARDONE
Vice consul □

Pershing? Pishposh!

SANFORD, FLA.

DEAR SIR:

I very much enjoy Fred Blachly's quizzes. I usually accept his answers without question, but in his February quiz on "Generals" I have a question.

Like Fred, I too believed that General Pershing was the man who said: "Lafayette, we are here." You can imagine my shock when I read in the "by the way" column of the April issue of The Rotarian, that U.S. Colonel Charles E. Stanton is the one who spoke those immortal words at the tomb of Lafayette in Paris on July 4, 1917.

I am sure that thousands of other readers are as concerned as I am over this matter and would appreciate Mr. Blachly's further research.

Sincerely,
RICHARD M. HERNDON
FSO (retired) □

Who invented tennis?

LIMA, PERU

DEAR SIR:

If tennis was invented in 1873 by Major Walter Wingfield (Blachly's quiz, March), for what purpose did the French ambassador, early in the 15th century, present a gift of tennis balls to Henry V from the Dauphin (Shakespeare, *Henry V*, Act I, Scene 2)?

Sincerely,
JUNE DARLING □

So there!

WASHINGTON

DEAR SIR:

David Newton need not fear that mail will be processed through "sortition" (Letters to the editor, March). We fully intend to use an "automated letter sortation" system. For those who have the extra time and the resources, "sortation" can be found in Webster's New International Dictionary, Second Unabridged Edition, Page 2402, and means: "The act or process of sorting."

Sincerely,
AUGUST J. BLESKE
Project manager, OMNISORT
Diplomatic Pouch and Courier
Operations Division ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g, when they are retired or otherwise in a lower tax bracket.

OBITUARIES

Joseph G. Goddard IV, 40, a senior interior designer in the office of Foreign Buildings since 1974, died on April 15 at Georgetown University Hospital. Born in North Carolina, he was a graduate of East Carolina College and the Ringling School of Art in Florida. He was a senior interior designer for the Woodward & Lothrop department store in Chevy Chase, Md., 1963–67. For the next seven years, he was a senior designer with S.D. Jeffery Associates. His work with the Department included the interior design of U.S. embassies overseas.

Mr. Goddard

Mr. Goddard was a member of the Potomac chapter of the American Society of Interior Designers, serving as recording secretary, membership chairman and a member of the board of directors. He leaves his wife, of 5700 Lenox Road, Bethesda, Md., one son, one daughter, his parents and three sisters. The family suggests contributions to the Joseph G. Goddard Memorial Fund at Georgetown University Hospital. ☐

William B. de Grace, 60, a recently-retired Foreign Service officer, died on March 25. Born in Massachusetts, he graduated from Villanova University and earned a master's at Boston College. He served in the Navy during the '40s and joined the Foreign Service in 1950. Mr. de Grace was a regulations administrative specialist in Paris until 1955. After serving in the Department for four years, he was appointed principal officer in Penang. He was consular officer in Asuncion from 1962 until 1969, when he returned to the Department as chief of the Visa Security Division. His last assignment before retiring in 1976 was to Johannesburg as consular officer. Survivors include his wife, of 7 Linden Court, Quincy, Mass. 02169. ☐

Rosalind W. Ivanich, wife of Foreign Service staff officer Donald J. Ivanich, now serving in Pretoria, died of cancer in Pretoria, South Africa, on March 15. Mrs. Ivanich had accompanied her husband to assignments in Salisbury, Washington, Moscow, Nairobi and Belgrade. She is survived by her husband, two sons, her parents and a brother. The family suggests contributions to the American Cancer Society. ☐

Mary C. Johnstone, 48, a former Foreign Service secretary and wife of retired Foreign Service officer Jack Johnstone, died of cancer in Florida on December 4. Ms. Johnstone, nee Mary Costea, graduated from the University of Miami in 1954. She worked for the Ford Motor Co., and joined the Foreign Service in 1957, serving in Bangkok, Montevideo and Asuncion.

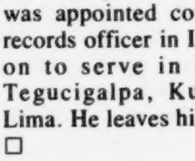
Ms. Johnstone

After leaving the Service in 1960, she accompanied her husband to assignments in Washington and Amman. Ms. Johnstone, a native of Michigan, was active in the Key West Art Center, serving as an officer, treasurer and judge of shows. At the time of her death, she was employed as a legal secretary. She leaves her husband, of 1605 Flagler Ave., Key West, Fla., two sons, one brother and her mother. ☐

John C. Shillock Jr., 73, who retired in 1962 after serving as consul general and counselor in Panama, died on April 2. Mr. Shillock was first secretary and consular officer in Asuncion, 1952–53. He also served in Geneva as consular officer and deputy U.S. representative for international organizations, before his assignment to Panama in 1959. During the '40s, he served as second secretary and consular officer in Tangier, Lima, Ottawa and Buenos Aires. He spent the early years of his career, which began in 1929, as a consular officer in Buenos Aires, La Paz, Santiago and Lisbon. Mr Shillock, a native of Oregon, graduated from Reed College in 1928. Survivors include his wife, of the Westchester, Apt. 619B, 4000 Cathedral Ave. N.W., Washington, D.C. 20016. ☐

Alice H. Doerr, 68, a retired Foreign Service employee and wife of retired Foreign Service officer John Doerr, died of cancer on March 25 in Leonardtown, Md. Joining the Service in 1954, she was assigned to Vienna, and then Asuncion, as a secretary. She served in Mexico and Ankara as an administrative assistant before returning to the Department in 1963 to join the Bureau of Inter-American Affairs. After a one-year assignment to the Miami Passport Office, she was transferred to Helsinki in 1965. In 1967, she was assigned to the Bureau of European Affairs, where she served until her retirement in 1968. She leaves her husband, of Piney Point, Md. 20674, two sons, two sisters and seven grandchildren. ☐

Russell D. Goodson, 43, a communications and records officer assigned to Lima, died accidentally by drowning, in Lima, on April 4. He had served in the Marine Corps from 1956 until 1959, when he joined the Foreign Service. His first assignment was to the Los Angeles Passport Office as a clerk. Subsequent assignments were to Cochabamba, Dar es Salaam, Rio de Janeiro and Blantyre. In 1971, Mr. Goodson was appointed communications and records officer in Islamabad. He went on to serve in that capacity in Tegucigalpa, Kuala Lumpur and Lima. He leaves his wife and one son. ☐


Mr. Goodson

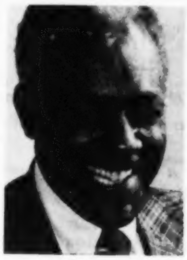
Frances M. Withey, 68, a consular officer who retired in 1970, died on March 24. Mr. Withey was born in Michigan. He joined the Foreign Service as a clerk in 1935, serving at several posts in Italy. During the '40s, he served in Monterrey, Tampico, Salina Cruz, Coatzacoalcas, Tijuana and Valparaiso. Appointed consular officer in 1950, he was assigned to Ankara, followed by Asmara and Matamoros, where he also was principal officer, 1959-61. After a one-year assignment in the Department, he went to Santo Domingo. In 1964, he was transferred to Santiago de los Caballeros as principal and consular officer. From 1956 until 1967, Mr. Withey was with AID, assigned to the Saigon Provincial Republic. His last appointment was in 1967 to Asuncion. Survivors include his wife, of Fort Brown, Apartment 2004, Brownsville, Tex. 78520. □

Jesse Owens, **left, calls on Secretary** *William P. Rogers* **on April 20, 1971, before departing for the Ivory Coast to participate in ceremonies dedicating the new U.S. embassy building—and naming the street on which it is situated "Rue Jesse Owens."** □

2 State athletes recall Jesse Owens

Two Department employees who participated in the Olympic games of 1936 and 1948—Fritz Pollard, special consultant on physical education activities in the Office of Overseas Schools, and David B. Bolen, U.S. ambassador to the German Democratic Republic—commented recently on the death of their friend and mentor, Jesse Owens. The late Mr. Owens won four gold medals in the 1936 Olympics. He served as State's "Ambassador of Sports" in 1955, and was considered by many as the greatest track and field star in modern history. He died of lung cancer in Tucson, Ariz., on March 31, at the age of 66.

Mr. Pollard had known Mr. Owens since the early 1930s. Both had lived in Chicago. Both were winners in Berlin—Mr. Pollard received the bronze medal, finishing third in the 110-meter high hurdles. "Jesse was one of the most humble, most personable and most patriotic persons I ever had the pleasure of knowing," Mr. Pollard said upon returning from his friend's funeral in Chicago. "I think President Carter summed it up when he said Jesse symbolized the human struggle against tyranny, poverty and racial bigotry."



Mr. Pollard

Mr. Bolen

Mr. Pollard recalled how the 1936 U.S. Olympic team, which included many black athletes, demolished the myth of "Aryan" supremacy. Although American blacks won many gold medals and other awards, dictator Hitler did not congratulate any of them. "But as Jesse put it, years later," Mr. Pollard said, " 'It was all right with me. I didn't go to Berlin to shake hands with him, anyway.' "

During the 1930s Mr. Pollard often received pointers from Mr. Owens on how to improve his track speed or stride. "He was my mentor," Mr. Pollard said. "After we were in the 1936 Olympics, I began practicing for the 1940 Olympics. But I didn't get to go. The games were called off because of the war."

Mr. Pollard joined State in 1967. He was appointed deputy to the special assistant for athletics. The following year he became director of State's Office of Equal Employment Opportunity.

Mr. Bolen, who won fourth place in the 400 meters in the 1948 Olympic games, has been a Foreign Service officer since 1950. He was ambassador to Botswana, Lesotho and Swaziland before he became envoy to East Germany in 1977. Reached by telephone in Berlin, he told the NEWSLETTER:

"Jesse Owens' performance here in 1936 is still very well remembered by the German people—indeed, by the whole world. He was an outstanding athlete, with great discipline and high character. He was a good role model to all of us, not only on the track but elsewhere. I view his passing with much sadness. He was a great teacher. I remember him at the Olympic tryouts in Minneapolis in 1948. All his instructions proved to be correct."

Mr. Bolen was a star sprinter at the University of Colorado. He won several Amateur Athletic Union (AAU) honors in 1948 and 1949. ■

LIBRARY BOOKLIST

Basic reference works for post libraries

All books are in the Department of State Library

General

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(Primarily physical-political maps. Includes index-gazetter of approximately 200,000 place names.)

BARTLETT, John. *Familiar quotations; a collection of passages, phrases and proverbs traced to their sources in ancient and modern literature.* 14th ed. Boston, Little, Brown, 1968. 1,750p. $17.50 PN 6081.B27

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Chicago University Press. *A manual of style: for authors, editors, and copywriters.* 12th ed. Chicago, Univ. of Chicago Press, 1969. 546p. $15.00 Z253.C572

Encyclopedia Americana. Danbury, Conn., Grolier Corp., 1979. 30 vols. $750.00 AE5.E333

ESTES, Thomas S. and E. Allan Lightner, Jr. *The Department of State.* New York, Praeger, 1976. 272p. $10.00 JK853.E82 Ref.

(Description of the organization and functions of the Department.)

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Ulrich's international periodicals directory, 1979–1980. 18th ed. New York, Bowker, 1979. $64.50 Z6941.P44

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U.S. Dept. of State. Historical office. *United States chiefs of mission, 1778–1973* by Richardson Dougall and Mary P. Chapman. Washington, D.C., G.P.O., 1973. 229p. *Supplement, 1973–1974.* 48p. 1975 Departmental distribution.

Who's who in America, 1978–1979. 40th ed. 2 vols. Chicago, Ill., Marquis, 1978. $79.50 E663.W561 Ref.

Who's who in the world, 1978–1979. 4th ed. Chicago, Ill., Marquis, 1978. 1,032p. $55.50 CT120.W5 Ref.

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Commodity year book 1979. New York, Commodity Research Bureau, 1979. 385p. $26.95 HF1041.C6

Europa Yearbook 1979: a world survey. London, Europa Publications, 1979. 2 vols. $110.00 D2.E83

(Provides detailed information on the political and economic institutions of all countries.)

PICK, Franz. *Pick's currency yearbook 1977–1979.* New York, Pick Publishing Corp., 1980. 22nd ed. $180.00 HG219.P5 Ref.

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United Nations. Educational, Scientific and Cultural Organization. *Statistical yearbook, 1976.* Paris, 1977. 1,074p. $45.00 AS4.U57

World almanac and book of facts, 1980. New York, Newspaper Enterprise Association, Inc., 1979. 976p. pap. $3.95 AY67.W8N5 Ref.

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American register of exporters and importers. New York, 1979. 34th ed. 850p. $50.00 HF3010.A6

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United States government organization manual, 1979–80. Washington, D.C., G.P.O., 1979. 914p. $7.50 JK421.A31

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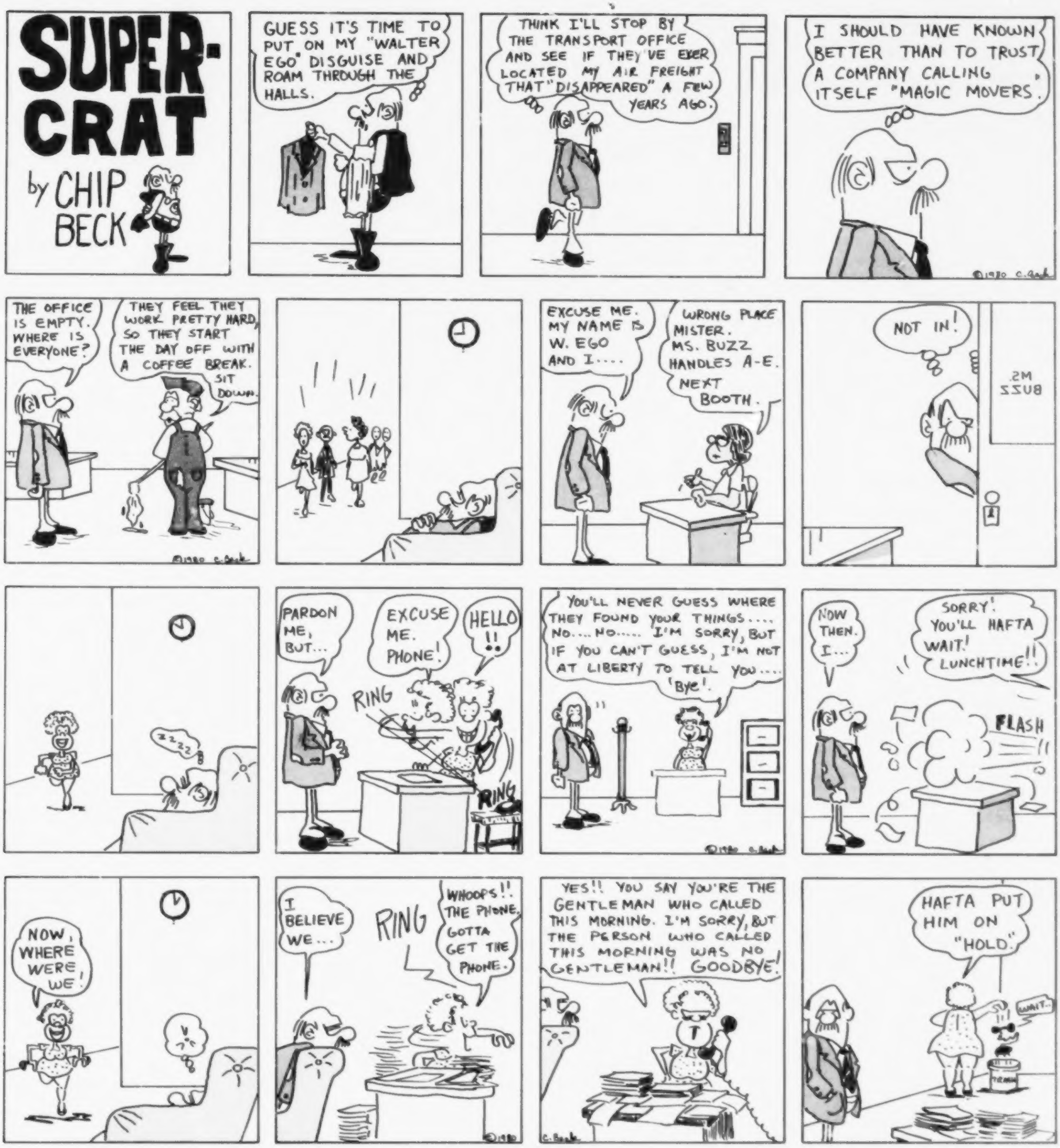
SUPER-CRAT
by CHIP BECK
GUESS IT'S TIME TO PUT ON MY "WALTER EGO" DISGUISE AND ROAM THROUGH THE HALLS.
THINK I'LL STOP BY THE TRANSPORT OFFICE AND SEE IF THEY'VE EVER LOCATED MY AIR FREIGHT THAT "DISAPPEARED" A FEW YEARS AGO.
I SHOULD HAVE KNOWN BETTER THAN TO TRUST A COMPANY CALLING ITSELF "MAGIC MOVERS".
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THE OFFICE IS EMPTY. WHERE IS EVERYONE?
THEY FEEL THEY WORK PRETTY HARD, SO THEY START THE DAY OFF WITH A COFFEE BREAK. SIT DOWN.
©1980 C. Beck
EXCUSE ME. MY NAME IS W. EGO AND I....
WRONG PLACE MISTER. MS. BUZZ HANDLES A-E. NEXT BOOTH.
NOT IN!
MS. BUZZ
ZZZZ
PARDON ME, BUT...
EXCUSE ME. PHONE!
HELLO!!
RING
RING
YOU'LL NEVER GUESS WHERE THEY FOUND YOUR THINGS.... NO....NO..... I'M SORRY, BUT IF YOU CAN'T GUESS, I'M NOT AT LIBERTY TO TELL YOU.... 'BYE'.
©1980 C. Beck
NOW THEN. I...
SORRY! YOU'LL HAFTA WAIT! LUNCHTIME!!
FLASH
NOW, WHERE WERE WE?
I BELIEVE WE...
RING
WHOOPS!! THE PHONE. GOTTA GET THE PHONE.
©1980
YES!! YOU SAY YOU'RE THE GENTLEMAN WHO CALLED THIS MORNING. I'M SORRY, BUT THE PERSON WHO CALLED THIS MORNING WAS NO GENTLEMAN!! GOODBYE!
C. Beck
HAFTA PUT HIM ON "HOLD".
WAIT...
TRASH
COULD WE POSSIBLY...
RING
HANG ON A SEC... WALL PHONE.
YESSIR, I HAVE YOUR FILE RIGHT IN FRONT OF ME.
...ALONG WITH A THOUSAND OTHERS...
©1980
HELLO? SORRY, WE DON'T HAVE A "LOST AND FOUND" SECTION. NO. IF IT'S LOST WE DON'T EXPECT TO FIND IT. BYE.
...MORE CONVENIENT TOO.
C. Beck
ALMOST QUITTING TIME. WHAT DID YOU SAY YOU WANTED?
I FORGOT.

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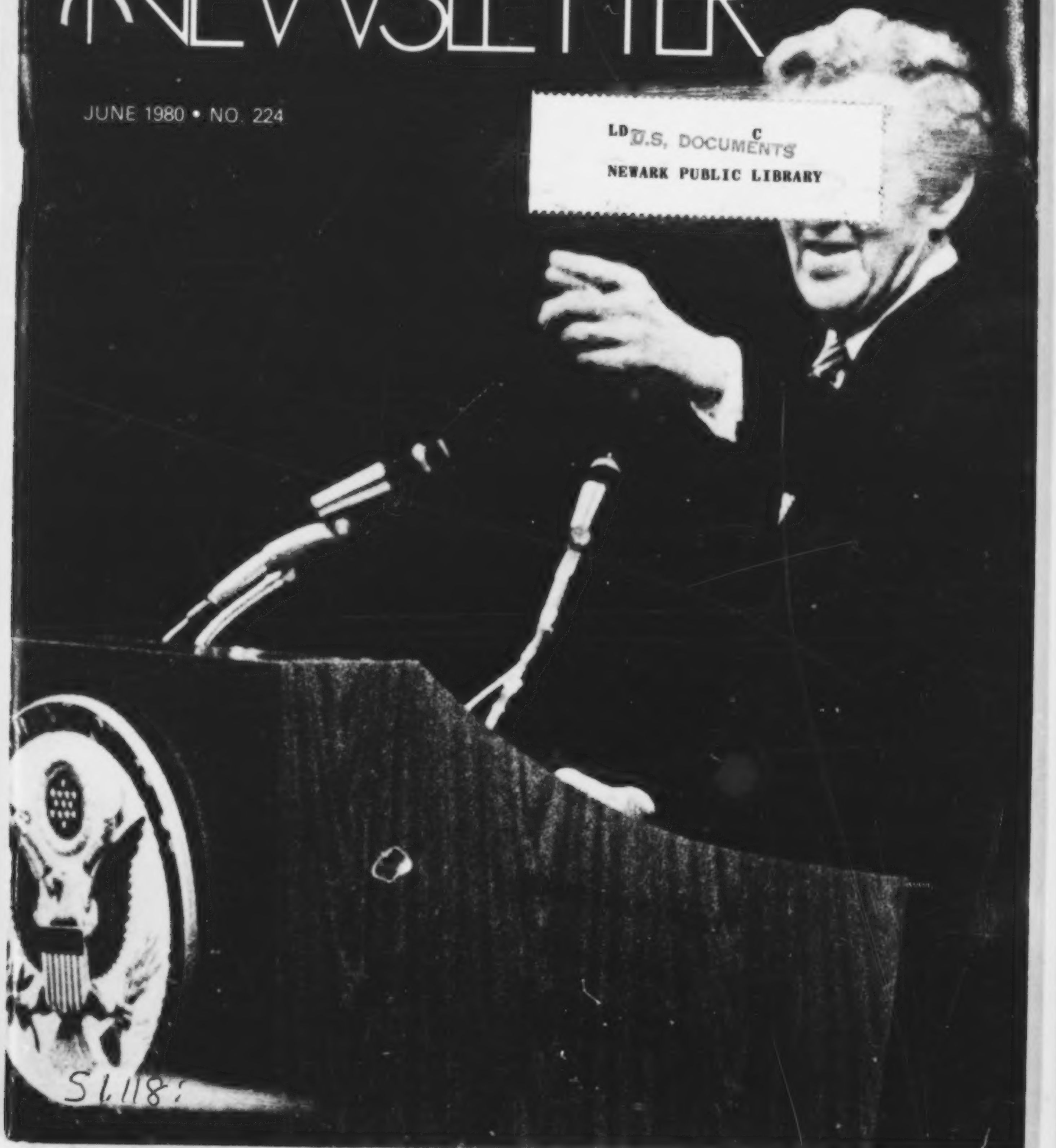

S1.118:

LETTERS TO THE EDITOR

It's tough being single

FLORENCE

DEAR SIR:

As a "devoted" reader of the NEWSLETTER for the last nine years, I must certainly applaud the well-deserved benefits gathered by Foreign Service families, divorced spouses, women, minorities, and the handicapped over the last several years. However, the one group, of which I am a member, that has practically been ignored is the single employee in the Foreign Service.

Anyone who has been in the Foreign Service knows the abysmal injustices suffered by "singles" in shipping allowances, housing allowances, assignments, etc. The inadequacy of allowances for single employees is manifestly apparent to everyone I have ever spoken to in the Foreign Service (including marrieds), but always accepted with an appalling attitude of resignation by most (including many singles).

The old cliché, "if you can't fight'em, join'em," i.e., get married, should not be intimidating, but instead be responded to with the same verve and vigor that the other groups have utilized and that has brought such notable results. To wit, no one has ever told a married couple to get divorced, a woman to have a sex-change operation, a minority a name or skin change, or a handicapped person a cure. I maintain the same logic is applicable to the single person.

I have never expected the Foreign Service to be a bed of roses, in fact, it appears to be at its zenith under hardships endured equally, but I do resent discrimination vis-a-vis my colleagues based on marital status. Why must I be out-of-pocket for shipping books, records, barbells, or for renting a representational apartment? Why does a single Army officer of equivalent grade receive almost double the shipping weight allowance I do? Why are assignments and duties very often heavily influenced by marital status to the detriment of singles?

I think it is time for the NEWSLETTER to solicit letters from singles on the countless horror stories (financial and otherwise) experienced by them, in order to promote a dialogue with the Department and eradicate this longstanding discrimination based on marital status.

Sincerely,
ANTHONY LEGGIO
Consul ☐

'Let her go to court'

WASHINGTON

DEAR SIR:

Isn't it sad that Caroline Wiznitzer has blamed her noncompetitiveness on the "Department's new hiring program?" To claim that she was improperly denied further consideration for employment in the Foreign Service solely because of her race is nonsense.

The Department of State is partially to blame for this lady's unfortunate gut reaction. The Department, if it is sincere in trying to make the Foreign Service truly reflect the larger American society, has to do a better job of explaining this feeble affirmative action program and defuse the shallow arguments of the Wiznitzers of this country. There are quite a few "pin-stripe rednecks" in the Department already who agree with the sentiment that forms Wiznitzer's reactions. As long as this ilk is allowed to spread these careless racist attitudes, no reasonable affirmative action programs will be allowed to work.

Would the Wiznitzers of the Department agree to *any* type of affirmative action program in State? I would seriously doubt it. They also might well feel that there are no past injustices against blacks to be corrected.

To hell with Wiznitzer. Let her go to court.

Sincerely yours,
BERNARD J. FENNELL
Public Affairs Office
Bureau of Consular Affairs

'Loss of faith'

BANGKOK

DEAR SIR:

I too am one of the 1,700 applicants who passed the December 1979 Foreign Service examination who also received a form letter informing me that I passed the Foreign Service exam, but that it was unlikely that I would be chosen for further evaluation. Other information was available to me later concerning the new hiring program, essential to allow members of minority groups to become Foreign Service officers. I am confident that the NEWSLETTER has by this time received a great number of letters from potential officers, potential officers who take special note that no matter how the hiring procedure is worded and by whom, it is still grossly

—(Continued on Page 65)

TRANSFER TREMORS ....*by ebp*

I was almost transferred to AUSTRALIA, but it was more than I CANBERRA.

I was almost transferred to KINSHASA, mais alors, I did not wish to go ZAIRE.

I was almost transferred to CHINA, but I wasn't sure I could stand all those people PEKING at me. ☐

Department of State NEWSLETTER

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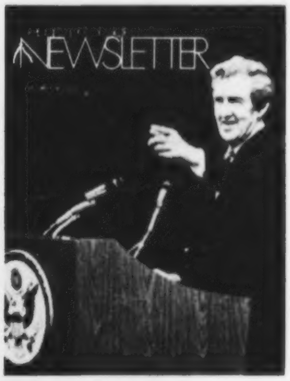


THE COVER—Within hours after taking the oath as Secretary of State, Edmund Sixtus Muskie addresses employees in the Dean Acheson Auditorium. — Please note the yellow ribbon on the NEWSLETTER logo. It's a tie to the 53 U.S. hostages in Iran. It will remain in that place on our cover until the hostages are freed. *(Photo by David M. Humphrey, Visual Services)* ☐

THE ADMINISTRATION

New Secretary addresses State employees

Muskie takes questions, answers them

On May 9—Secretary Muskie's first day in office—he spoke twice to Department employees, first on his arrival in the Diplomatic Lobby, and later in the Dean Acheson Auditorium, where he answered questions put to him by employees. Following are transcripts of both of these talks. Appended also is an excerpt from the statement he made at his May 7 Senate confirmation hearing.

In the Diplomatic Lobby

I DO HAVE a prepared text here but after glancing it over I thought we might put it in the archives before it's used. I would like to be able to say that I've been looking forward a long time to coming here. But it had actually never occurred to me until eight days ago.

But since that time I've been thinking about it a great deal. I remember this ceremony with which you welcome new Secretaries of State from following it in the press in my 22 years here in Washington. And it always occurred to me that it must be a very warm, congenial, and forthcoming kind of occasion. You don't all look like Maine people. But, nevertheless, as I looked into your faces, and heard your greetings, and felt your touch, you've made me feel very much at home already.

I understand, of course, that it is always very difficult for one who heads a great institution involving a lot of people—becomes very difficult to maintain a one-on-one relationship with the people in the institution. And I don't actually know what the practical problems inhibiting that kind of contact may be here in my job. Some friend told me who has lived in the

Secretary Muskie **arrives in the Department, accompanied by** ***Mrs. Muskie*** **and Deputy Secretary** ***Warren Christopher.*** ***(Photo by Glenn E. Hall, Visual Services)*** □

State Department that I will find myself overwhelmed by silence. Well I don't intend to contribute to silence. And I doubt very much that you will.

I don't know how much of a future together we have. But I would like that future to be active, creative, innovative, positive. I hope and expect to be learning a great deal from you about what is going on in this building. But more importantly what is going on around this planet that affects us, our interests and our people.

When I met Lord Carrington the other day after we had gotten acquainted, he was interested in knowing something about my approach to this job. And I said: "Well, Lord Carrington, I gather that one of my missions is to bring the State Department back into the Government."

And I think of you as people. And I am sure that as people you have problems connected with your work here and in our Foreign Service, about which I want to become as knowledgeable as possible and as helpful as possible. So I hope you will not hesitate to tell me about that. I also know as people that you have your own perceptions of the contribution you can make to the work of the State Department and in advancing our country's interests. And I hope you will feel forthcoming about that. I suspect that in order to make that kind of contribution you're going to have to pierce the red tape and security that surrounds the Secretary of State. Well, from what I know of the State Department you are ingenious enough to do that. And so I hope you won't overwhelm me with silence.

As I said last night, I don't come here as a diplomat. As a matter of fact, I can't think of anybody in the Senate less suited to be appointed on those grounds. But I find that there are other characteristics that can also be persuasive than those of diplomacy.

When I ran for the Senate for the first time, it was my hope that the Senate would bring me close to foreign policy-making; and to our relations with other nations; to our role in the world. As a matter of fact, you may find this strange for a politician, in that campaign the issue which I stressed most as I traveled along the highways and byways of rural Maine was foreign aid and its importance in foreign policy. I can't think of a politician today who would repeat that campaigning strategy.

But I found my people and I think I would find them now most responsive to the idea that the United States must have a constructive, positive presence in the world made up of an aggressive promotion of our ideas and values; an aggressive promotion of our interests in human rights; aggressive promotion of our determination to deter aggression by every means available to a free people, and that the best way to do it is to make the idea of freedom, liberty, associated with strength live in this world.

So I know that you and your persons represent enormous resources. If I can find a way to tie them to my persons; to my mind and my heart; to my energies; to my travels; then I can become an effective spokesman of what our country is and hopes to be. And for the kind of world our country would like to contribute toward making. If you will help me I will help you. Thank you all very much and bless you for the work that we will do together.

In the Acheson Auditorium

(Mr. Muskie was introduced by Kenneth Bleakley, president of the American Foreign Service Association.)

Mr. BLEAKLEY— . . . Mr. Secretary, we in the Foreign Service have many institutional problems today. We have made a great deal of progress in solving them; we have got a lot to go. We will not be silent. We will be looking to you for help and support and coming to you in an inspired and, I hope, responsible way and telling you what we need to provide the kind of institution that we need in order to advance the United States foreign policy interests in the decade ahead.

SECRETARY MUSKIE—Given the warmth of your welcome today I can't resist telling the old Maine story that I gave up telling on the political circuit years ago. But it's the story of a cow on a cold, frosty Maine morning. When the farmer came in to milk her, she turned to him and said, "Thank you for the warm hand." [Laughter] I did not mean to suggest that I thought you would be "frosty" nor that I would try to milk you. [Laughter.] But I am most grateful for your warm welcome this morning, and now . . . There is much to be done, obviously, and I am anxious to get started and I feel good about today.

This early meeting with you today has been one of my highest priorities. We are at a crucial time, perhaps an historic moment, in our international relations. Indeed, it sometimes seems that crisis has become the natural order. And it is especially in such times that I cannot perform my duties without the understanding and help of the Foreign Service officers and the Civil Service personnel who make up the Department of State and our posts abroad.

I know from my experience in the Senate, including a number of trips overseas, that you are an enormously talented and dedicated group of men and women and these qualities have been harshly tested in these last months. They will continue to be tested and I would seek these qualities out. I am also aware that we have internal Departmental issues to address. The conditions of your service will be a serious interest of mine and I look forward to hearing your views.

At my confirmation hearings on Wednesday, I described for the Senate Foreign Relations Committee my view of the roles of the Secretary of State to which I must give the highest priority in these early months. First, I am the President's principal adviser on foreign policy, or so he has told me. [Laughter and applause.] At his direction this primary responsibility clearly exists with the Secretary of State and therefore in this Department and that is my reading of history. I hope it doesn't rest in history. [Laughter.].

Second, the Secretary of State is the President's principal spokesman for foreign policy. It is essential that the American public and the Congress and friends and adversaries abroad understand clearly our goals and policies in international relations. There can be no ambiguity. I plan to take an active role in making our policies and purposes as clear as possible and I told the Committee that I intended to fully engage the State Department and the Foreign Service not only in representing us abroad, but in the formulation of our foreign policy and in the discussion of policy with the American people and the Congress.

Your energy, your creativity and your toughness will be essential to our success. In short, in the work ahead, I will be depending on you as I get to know you. I hope you will never fear to assert your views to me, and that is why I give you this first opportunity to try. I would never hesitate to assert my own and have not hesitated to give myself that opportunity. I think we will enjoy working together.

So let me now ask you for your comments, questions and counsel. I hope none of you take any longer than I did. [Laughter and applause.]

Biographical data

Following are excerpts from Secretary Muskie's official biography:

Personal history

Born March 28, 1914, Rumford, Me. Son of the late Stephen and Josephine Muskie (Marciszewski). His father, a tailor, emigrated to the United States from Jasionowka, Poland, in 1903. He married the former Josephine Czarnecka, a native of Buffalo, in 1911 and moved to Rumford.

Second of six children. Married Jane Gray of Waterville, Me., 1948. They have five children: Stephen, b. March 18, 1949; Ellen, b. September 22, 1950; Melinda, b. December 27, 1956; Martha, b. December 17, 1958; and Edmund Jr. (Ned), b. July 4, 1961.

Education

Attended Rumford schools. Graduated cum laude in 1936 from Bates College in Lewiston, where he was Phi Beta Kappa and class president. Graduated in 1939 from Cornell Law School.

Military service

Enlisted in the Navy during World War II. Served in both the Atlantic and Pacific theaters.

Public service

Elected to the Maine House of Representatives, 1946, 1948, 1950. Served as minority leader during his second and third terms.

Elected Governor of Maine, 1954, 1956. First Democratic Governor in 20 years.

Elected U.S. Senator, 1958, 1964, 1970, 1976. First popularly-elected Democratic Senator in Maine's history.

Democratic nominee for Vice President of the United States, 1968.

Senate assignments

Chairman, Senate Committee on the Budget.

Environment and Public Works Committee.

Foreign Relations Committee. Subcommittees on African Affairs, East Asian and Pacific Affairs, Western Hemisphere Affairs. ☐

Questions and answers

Q—Sir, I am [Henry H.] Janin, from the Policy Planning Staff and one of my pet axes to grind is the action memos, the papers that come to you that require decisions to be made, have all been far too long and very bland. I think we can improve them and I would like to send to you or your staff assistants some ideas I have on how to improve them.

A—Thank you very much. And I have one suggestion to make which you may well include in your memo: That is that I don't want to see optional ideas buried several layers below me. They may be buried for good reason and often are. And incidentally, that is one of the President's complaints about the State Department. He feels that options are sometimes buried which he might find very creative and useful if he were aware of them; and we are going to try to do something about that, too. After all, if the President hasn't got enough to do, we ought to fill his hours. [Laughter.]

Q—I wonder if the President talked about the coordinating role in foreign policy. We used to think the State Department was responsible for coordinating the overall foreign affairs. Recently, we have heard out of the Office of Management and Budget that that responsibility can no longer be done in the State Department, that it has to be done over at the White House. I wonder how you feel about that.

A—No, there has been considerable discussion of that. As you know, the President's (I guess you would call it his "charter memo" on the NSC) reduced the number of committees to two: One was the sort of "crisis management committee with a couple of other functions" and the other was the Policy Planning Committee, which was a longer-term affair . . . By and large, the meetings have tended to be concentrated in the SEC, with the result that that is exactly what happened, so some long-term issues that should have been really considered in the other committee, tended to be diverted to the first.

I suspect that whatever the reasons for that happening, that the attention of the President and all others connected with the work of the NSC has now been focused on this development, and I think we are in agreement that it should be changed and modified; so that the true policy-making role, rather than crisis management and that sort of thing, should be under the chairmanship of the Secretary of State and the PRC.

Again, it all depends upon how well I do my job. You know, I don't come here demanding surrender of anybody. I come here with an understanding of the nature of the role of the Secretary of State and with a determination to fill it to the best of my ability. And if I do that well, and if you help me do that well, we will all be back in the government, doing the job we are supposed to be doing. [Applause.]

Q—Mr. Secretary, I noticed this morning and this afternoon you made no mention of the hostages in Iran. Is that a policy?

A—No, I did not regard you as hostages either. [Laughter.] No, I have not—and I guess I will have to get into the habit of it, because one of my objectives is to try to articulate foreign policy in a way that will engage the American people's attention as well as, hopefully, make clear what our policy lines are. I haven't really had that much to say about substantive foreign policy, except to the extent that I did so before the Foreign Relations Committee . . .

But no, there has been a lot of discussion since I have been designated by the President, and the Iranian situation, the hostage situation, and all of the other issues and I am constantly meeting on it. I have been meeting with the top people—the under secretary level, the assistant secretary level—it is very much on my mind. And of course I am going to Europe next week, where it will also be very much on the minds of our allies and so I have been preparing myself hoping that we can identify the elements of our present policy and the lines of future policy that we can follow. So it is very high on our agenda.

I simply have not reached the point yet where I am in a position to begin to spell out new policy, or changes in policy, or new directions. But will do so. That is what this is all about. I am trying to prepare you and me for that shock. [Laughter.]

Q—If you had to choose an earlier Secretary of State as a model to follow, who would you choose? And why?

A—The most remote one I can think of, which is Thomas Jefferson. [Laughter and applause.] I have got to say, I also admired one more recently who was very controversial, and that was Dean Acheson [Applause.] I thought he was a man "in charge," with exceptional intellectual qualities, loyalty to his chief, and a willingness to grapple with the toughest of issues and the courage to pursue what his judgment told him was the right course. Now history may prove him right, or wrong, but that is not the point. He did what was right always, and he did it effectively, courageously, with tough-mindedness and served a chief who was willing to back him up. That was a pretty good combination, I thought.

I remember a story he told me once, when the press really had him under the gun, but it's a story that I wouldn't tell in mixed company. But in any case—[Laughter.]

Q—Mr. Secretary, I hope that you will use your influence in helping to develop the unified policies on our accepting the Haitian refugees as well as the Cuban refugees.

A—That question has arisen already, and first I want to be sure I understand the differences in treatment and the objectives that we ought to strive to achieve. You may be sure it's on my agenda.

Q—Mr. Secretary, going back to Dean Acheson, there are a lot of people in this building who also believe that he showed a real interest in the institution, that he was the last Secretary of State we had who was concerned with institution-building and orchestration, and I hope you had factored that into your thinking. Secondly, it's a common comment that the Department of State does not do a very good job of looking ahead. You talked about the revitalization of the policy planning group. I hope you will look at our difficulties, to look ahead and see whether or not they have to be improved. Thank you.

A—Well, may I say with respect to your first point, that throughout my 35 years in Government, I have been interested in institution-building. The first one I was interested in building was the Democratic party in Maine, because there wasn't any. We succeeded in that one. I don't know what else we succeeded in. But I think that for a free society to survive, it must operate, first, through free institutions, and secondly, on an institutional basis. It cannot be ad hominem—it's got to be institutional. The institutions have to be subject to change; they ought to be subject to changes required by current generations. I think that was the original Jefferson philosophy, and it is mine. It requires constant creativity, inventiveness, and innovation, so I'm for that. We don't always succeed. I've been involved in institution-building on the Hill.

With respect to the long-term view of Government, to the extent that that is true here in the State Department, it's true of all government, especially in the last decade when we have been confronted with one crisis following another, without really the time, the opportunity, or the energy to do more than to respond to unanticipated crises and events.

I know I was asked at the hearing of the Foreign Relations Committee by Senator Javits, who is my idea of a really thoughtful and creative senator, but he said virtually the same thing. He said: "Senator, how are you going to go about looking down the road at the long term?"

Another senator said: "How can we create foreign policy independent of the weapons of war that we're assembling in the Department of Defense, and how do you relate the two so that the two make some sense together?" Well, these are two variations of the questions that you put to me. I think it is human nature to deal with the immediate rather than the long term, and I think that the best way to deal with the long term is to institutionalize the role and the responsibility for doing so; and so I hope that we can do it through the policy planning group.

I hope it will have that role, not to the extent that it ignores incursions on its turf for the short term, but to the extent that it's necessary to force us to focus on the long term. It's not easy, because conditions in the world change. The motivations of our apparent adversaries change; the conditions under which they operate change. And so there is no way of viewing the future in static terms. You've got to view the future in mobile terms, and that's hard to do; but nevertheless, I think that unless we institutionalize the responsibility for doing so and the means for doing so, we are going to be a reactive Department, and that really isn't going to serve our long-term needs.

Q—Mr. Secretary, your departure from the Senate has been noted with great regret by those who are concerned with the integrity of the budget process, and also those who are concerned about our natural environment. At the same time, some political analysts anticipated that you might not be here more than eight months. Given these possibilities, why did you take this job? [Laughter]

A—Because it was there. [Laughter and applause.]—and without regret.

Q—Mr. Secretary, I think many of us are a little reluctant to ask some of the questions we would really like answers to on these questions on specific policies in personnel, which we think probably feel it is a little bit too early to put to you. But I wonder if you could give us a little more impression of what style you like in the kind of service you're going to be looking for–long papers, short papers, complicated–that sort of thing.

A—I'm afraid you can't put me in a mold. If the subject is interesting, I might like to spend the night reading about it. [Laughter.]

No, really, obviously, with the great pressures on time, to the extent that the subject or point of view or the issue can be condensed, it's useful. I don't personally like it that way. I like to immerse myself in the details of a problem, but I know I cannot do that. There are some problems of sufficient magnitude that I must do it more than with respect to others. And so I'm sure that, from what I've seen already of the paper work that has crossed my desk, that you know the difference. If you don't, I'll describe the long papers that I don't think meet the test of urgency. But I want to know about everything.

I remember when I took over the chairmanship of the Senate Budget Committee, many comments were made about that. You know, what I knew about economics you could put in your eye without discomfort. [Laughter.] But I think I understand it better than the economists now [laughter], which isn't a very high standard to me.

Senator Hollings, who was going to succeed me as budget chairman, had a way of describing economists. After our first week of hearings with them six weeks ago, in a moment of frustration, he said: "You know, I'm going to find me a one-armed economist. One after another, these fellows come up here and say: 'On the one hand and on the other hand.'" [Laughter.] So, the other day I heard our good Fritz on "Meet the Press," and he was impressive. I called him and I said: "Fritz, I thought you did a beautiful job." He said, with his typical modesty: "Thank you very much." I said: "You know, after all the criticisms you've made of economists over the years, you're beginning to sound like one." He's got two arms.

Q—Mr. Secretary, over the years, various functions and duties of the Department, or what had been in the Department, have been disbursed among various other departments of Government, the latest being much of the commercial function of the Department being given over to the Department of Commerce in the form of the special trade representative, among other things costing us about 100 positions, but just chipping away a little bit more at the State Department. I was wondering whether you had given any thought to that problem and whether you think there might be some way of preventing this erosion of the Department's responsibilities.

A—Well, I'm not one who thinks that jurisdiction of departments or Senate committees ought to be fixed in concrete. Whether or not that was a justifiable move, I have no present view on. But if it is important to look into it, I will.

Fighting over turf, you may think it's tough down here, but you ought to come up on the Hill. I've fought for turf in my lifetime, and I've finally come to the point that whatever turf I have is going to be well performed, and I have enough work to do. If, however, a responsibility that affects the interest of the United States and our interests overseas is being improperly delegated to some other agency of the Government, I won't hesitate to say so, because I think we've got to be effective in dealing with these jobs. Moving functions around simply for the purpose of satisfying somebody's arbitrary idea of how the manpower or womanpower of this Government ought to be distributed on some basis of equality is not, in my judgment, how it ought to be done. I'll look into it to and just get the rationale of why it was done.

I'm no longer on the Government Operations Committee or I would have been exposed to that issue, but I was not.

Q—Mr. Secretary, with respect to your wanting to know about options, there does exist in the Department an institution known as the Secretary's Open Forum, and associated with it is the so-called Dissent Channel, which you'll probably be hearing about.

A—I will look up both of those. Are they buried in the basement or—[Laughter.]

Q—Mr. Secretary, we know from your past record that you have been very aggressive in the area of affirmative action, and we look forward to your continued support in that area.

A—Thank you very much.

Q—Mr. Secretary, I'm chairman of the Open Forum and . . . we're up on the seventh floor with you. [Applause.] I would like to ask you a question: You know there is a proposed new Foreign Service Act. I suppose I can assume that you are not yet fully briefed on it, but I would like to ask you one general question of principle—and it is a two-part question, really. It concerns senior positions.

There are some who criticize the act as tending to create means in the future to impose political (inaudible) on the Senior Foreign Service. My question in that regard is, to what extent do you believe that the Senior Foreign Service, as well as the rest of the Foreign Service, should be immune from transitory political pressures. The second related question is: Will you rely primarily on the Foreign Service in filling your senior positions, seventh-floor positions, or will you also give wide berth to bringing in visiting academics and political friends from the outside?

A—Well, I'm afraid I can't answer your question on a thoughtful basis. I can only say this, that I didn't take this job to politicize this Department beyond whatever it may be in that respect now. As a matter of fact, I have no interest in making any changes in particular at this point. I might eight months from now. [Laughter.] But not at the present. But I will look at it.

Senator Pell, who is in charge of the legislation, has talked to me about it. He talked to me about it, as a matter of fact, before the vote in the Senate Foreign Relations Committee, so apparently he is not offended by our discussion. But he has a couple of faults to find with the bill that he thinks ought to include provisions that it does not. I promised him to look into those and I promised to look into the entire bill.

I'm aware that it is an important piece of legislation from the perspective of the people in the Foreign Service, so I'll do my best to examine it and to, hopefully, expedite it; and I hope if there are ways of improving it, to consider those, too. But politicize — I can't say "politicization" even though I've been in politics all my life. [Laughter.] But in any case, I have not thought of it in those terms. I will.

Mr. BLEAKLEY—Thank you, Mr. Secretary. [Applause.]

At the confirmation hearing

(Secretary Muskie said at one point in his testimony:)

Your inquiry today is directed not only to the substance of our foreign policies but also to my concept of the role of the Secretary of State. The Secretary of State must carry out a number of duties. And priorities must be set among them. These are my priorities.

First, and most important, the Secretary of State is the principal adviser to the President on foreign policy issues. He must have the primary responsibility for recommending our foreign policy course, and seeing that the President's decisions are then implemented. President Carter has made it clear that he expects me to play this role, and I intend to do so.

Second, the Secretary of State is the President's principal spokesman for his foreign policies. I intend to be very active in this role. I strongly believe in the value of clear and direct public discussion of our foreign policies. And I intend to consult very closely with the Congress on the shape and direction of our foreign policies.

Third, the Secretary of State must make sure that the State Department and the Foreign Service, as a whole, are fully engaged in the processes by which policy is made and in discussions of foreign policy with the Congress and our public. Neither the Secretary nor the Department can succeed if they do not have confidence in each other, and work together.

I intend to make full use of the Department and our ambassadors in a fourth role: the conduct of our diplomacy abroad. There are times when only a Secretary of State can manage a negotiation for our nation. But to the extent possible, I will limit my own travel and rely on our skilled diplomats.

A Secretary of State has other roles, as well: in administration of the State Department, in helping manage and coordinate the overseas activities of U.S. Government agencies, and in managing the flow of information from the State Department to the White House and other agencies. Each must be carried out efficiently. Each should require less of the Secretary's time than the first roles I discussed.

This is my concept of the job. The President has said that he supports me in it. I will need your support, and counsel, as well. ■

Members of Secretary Muskie's family, at his swearing-in at the White House, included, from left: *Eddie Stanton*, son-in-law; *Melinda Stanton*, daughter; *Stephen*, son; *Ernie Allen*, son-in-law; *Ellen Allen*, daughter. *(Photo by Walter J. Booze, Visual Service)* ☐

FOREIGN SERVICE DAY

15th annual event draws nearly 700 to Department

Harriman, Dean Brown win awards; Islamabad duo eulogized

OFF THE RECORD

Assistant Secretary *Richard Holbrooke*, left, with Foreign Service Cup he accepted for Ambassador Harriman. Others, from left: Under Secretary *Ben H. Read;* Ambassador (Ret.) *L. Dean Brown*, holding Director General's Cup; *Kenneth W. Bleakley; C. Burke Elbrick;* director general *Harry G. Barnes Jr.* □

Ambassador Harriman. □

NEARLY 700 retired Foreign Service employees and their spouses returned to the Department for the 15th annual Foreign Service Day, on May 2. Highlights of the "homecoming" and reunion included awards for achievement to two retired ambassadors—W. Averell Harriman and L. Dean Brown—and the unveiling of a memorial plaque honoring Marine corporal Stephen Crowley and Army chief warrant officer Bryan Ellis, who gave their lives defending the U.S. embassy in Islamabad, last November 21, as a mob of thousands attacked and burned the building.

The reunion, sponsored jointly by the Department, the American Foreign Service Association (AFSA), and Diplomatic and Consular Officers, Retired (DACOR), also featured a message from President Carter saluting the Foreign Service; a review of current issues by Department officials; a series of far-ranging seminars; a noontime address by Frank Reynolds, anchorman of ABC's "World News Tonight"; and an evening reception hosted by Acting Secretary Warren Christopher, in the

Benjamin Franklin Room.

Cited at the morning session in the Loy Henderson International Conference Room were:

- Mr. Harriman, who received the Foreign Service Cup, presented by Ambassador (Ret.) C. Burke Elbrick, president of DACOR, on behalf of DACOR, AFSA and the American Foreign Service Protective Association. (Mr. Harriman was unable to attend because of a speaking engagement at the Harry S. Truman Presidential Library in Independence, Mo. He sent a message to his colleagues, and designated Assistant Secretary Richard Holbrooke to accept the award for him.) Hailed as the "Leonardo Da Vinci of our era," Mr. Harriman was cited for his role in foreign affairs "from lend-lease to the Marshall Plan to the atomic bomb control."
- Mr. Brown, who received the Director General's Cup from director general Harry G. Barnes Jr. for a "series of difficult, troubleshooting assignments at the request of successive Secretaries of State," and for other achievements. In 1974, following the assassination of U.S. Ambassador Rodger P. Davies in Nicosia, President Ford sent Mr. Brown to Cyprus as his representative. Mr. Ford later named him his special representative and chairman of the Special Interagency Task Force on Indochina, to coordinate all U.S. Government activities concerning the evacuation of thousands of Vietnamese, and humanitarian and refugee problems relating to that area. Mr. Brown also served as U.S. envoy to Senegal, The Gambia and Jordan, and deputy under secretary for management. Since 1975, he has served as director of the Middle East Institute in Washington.

Tribute to martyrs

Under Secretary David D. Newsom and Kenneth W. Bleakley, AFSA president, eulogized Mr. Crowley and Mr. Ellis at solemn dedication ceremonies in the Diplomatic Lobby. A color guard, representing the nation's armed forces, saluted their fallen colleagues. Members of the Crowley and Ellis families joined with hundreds of Department employees and Foreign Service retirees at the unveiling of the plaque.

***Mrs. Ellis*, left, whose husband died in Islamabad, and *Mrs. Crowley*, whose son died there, at unveiling of memorial plaque. *(Photo by Donna Gigliotti)* □**

In his message to the Foreign Service, read by Mr. Newsom, President Carter said: "American citizens have never been more aware of your devoted work, your selfless sacrifices of health and life in the pursuit of your careers, your untiring efforts in the cause of peace, and your critical importance to our nation. I join you in prayerful reflection on your colleagues held hostage in Tehran, and in memorializing the bravery of Marine corporal Stephen Crowley and Army chief warrant officer Bryan Ellis, who died defending the American embassy in Islamabad, and of the Foreign Service nationals who gave their lives in Tehran and Islamabad. In response to the senseless acts of terrorism which have wreaked so much havoc and caused so much pain and sorrow to the foreign service communities of all nations, I wish to call on all nations to join us in sustaining the effort necessary to resolve successfully the Tehran hostage crisis and to eliminate the threat of terrorist acts against the world diplomatic community. Our nation will not be victimized by terrorists, and we will never falter in our resolve to free our hostages. On Foreign Service Day, I bring you a message of hope and determination, and I offer you my deepest personal gratitude and that of your fellow Americans."

Retirees' roundup

Foreign Service personnel and

Under Secretary *David D. Newsom* reads President Carter's message as honor guard salutes fallen colleagues. ***(Photo by Donna Gigliotti)*** ☐

their spouses filled the Loy Henderson Room to capacity. Some stood along the walls. Others crowded into press booths in the back of the room. The "alumni" came from all sections of the country. M. Carl Walstrom, for example, sent in his registration card from Kailua, Hawaii. Ambassador (Ret.) Frances Willis, former envoy to Switzerland, Norway and Ceylon (Sri Lanka), and the first woman to hold the rank of career ambassador, came from Redlands, Calif., to attend the reunion. Walter A. Radius signed up from Portland, Ore. Others traveled from other cities on the west coast, some from the southwest, Florida and New England. The audience included Ambassador (Ret.) Joseph C. Satterthwaite, former envoy to Ceylon, Burma and South Africa, and a former assistant secretary for African affairs, who had joined the Foreign Service in 1924 and became one of its first officers.

The "alumni," at the opening session in the Loy Henderson Room, heard welcoming remarks from Mr. Barnes, Mr. Elbrick and Mr. Bleakley. Mr. Barnes, reviewing developments since the 14th Foreign Service Day, noted that "it has been an extraordinarily difficult year for the Foreign Service." He underscored the seizure of the U.S. embassy in Tehran, with 53 colleagues held hostage; the attacking and burning of several embassies around the world; the seizure by terrorists of Ambassador Diego Asencio in Bogota, and his release after 61 days of captivity; the legislation on the proposed Foreign Service Act of 1980; and the transfer of 162 Foreign Service officers to the Department of Commerce's newly-established Foreign Commercial Service. "The Foreign Service is known more by the American people than before," he said. "People are realizing how vital indeed is the Foreign Service to the United States."

Speaking on behalf of DACOR, Mr. Elbrick expressed the organization's thanks to the Department for its "continuing generosity" in making the homecoming possible. "Foreign Service Day has become a fixture," he said, asserting that all attendance records had been broken. Mr. Elbrick, who had held the rank of career ambassador—the highest in the Foreign Service—called for special training and assignments for Foreign Service personnel; for promotion on the basis of merit; and for maximum use of career officers. He also urged the Department to call upon DACOR members: "We have a wealth of talent among our membership. State's officers need only call."

Mr. Bleakley, speaking on behalf of AFSA, asserted that the need for a professional Foreign Service was never greater. Yet, he added, "the Foreign Service finds its very own existence challenged." Mr. Bleakley warned that the dangers of serving abroad are now "greater than before," but members of the Service are ready to accept those challenges. "Our institution is a vital part of our foreign policies," he added. Nevertheless, there are many problems: He scored the "slow promotion rates" of the Foreign Service; said members of the Foreign Service Staff, "who are incredibly dedicated professionals," find increasing frustration; and he called for stepped-up affirmative action to bring more women and more members of minority groups into the Service. "We have to be more representative of the American people," he added.

Under Secretary Newsom discussed the Foreign Service in a time of crisis. He told the retirees: "Let's stop selling ourselves short. Let's correctly identify the causes of our problems. Let's identify the positive elements in the position of the United States. And let's not forget that our adversaries are also having problems." Mr. Newsom said we are a nation of "strong institutions" that can survive change. There are many positive elements in our position, the speaker added, noting favorable developments in various areas of the globe.

Harold H. Saunders, assistant secretary for Near Eastern and South Asian affairs, reviewed current developments in the Middle East, which he described as having more U.S. interests coming together than in any other area of the world. "It's also the fastest changing area," he said, "and problems are inevitable." He said the nation is engaged in a quest to seek how to influence events and how to bring a just and lasting peace to the Middle East. Another speaker, Robert L. Barry, deputy assistant secretary for European affairs, discussed U.S.-Soviet relations, the implications of the Soviet invasion of Afghanistan, SALT II and other issues.

Afternoon seminars

Speakers at the seminars, held in the afternoon, included:

- Present and future of the Foreign Service—Under Secretary for Management Ben H. Read, Mr. Barnes and Mr. Bleakley.
- Central America and the Caribbean—James Cheek, deputy assistant secretary, Bureau of Inter-American Affairs; Myles R. R. Frechette, director, Office of Cuban Affairs; W. Robert Warne, director, Office of Caribbean Affairs.
- The UN—Ambassador Donald McHenry, U.S. representative to the UN.
- Sub-Sahara Africa—William Harrop, deputy assistant secretary, Bureau of African Affairs; Robert Houde, director, Office of Inter-African Affairs.
- Terrorism and diplomacy—Anthony Quainton, director, Office for Combatting Terrorism.
- Refugees—Victor Palmieri, U.S. coordinator for refugee affairs and ambassador-at-large; Ada Adler, foreign affairs officer; Shepard Lowman, deputy assistant secretary for Asian refugees.
- U.S. trade and energy—Ernest Johnston, deputy assistant secretary, Bureau of Economic and Business Affairs; William Edgar, director, Office of Trade; Gerald Rosen, acting deputy assistant secretary for international energy policy.

Other events

In addition to the joint sponsorship with the Department of Foreign Service Day, DACOR and AFSA scheduled separate events to mark the "homecoming." DACOR sponsored an evening cocktail-buffet and reception for the returning "alumni," at the organization's headquarters, 1718 H Street N.W., on May 1. AFSA sponsored a brunch-buffet, and a review of the proposed Foreign Service Act, at the Foreign Service Club, 2101 E Street N.W., on May 3.

—BARNETT B. LESTER ☐

Newsman F. Reynolds speaks in praise of Foreign Service

Frank Reynolds, anchorman for ABC's "World News Tonight," said on Foreign Service Day—he was the luncheon speaker—that the American people "appreciate the Foreign Service, the sacrifices you make, and the dangers you sometimes confront."

Mr. Reynolds, introduced by director general Harry G. Barnes Jr., stressed the role of the Foreign Service, the hostage crisis in Iran, and freedom of the press. He answered far-ranging questions from the audience, which filled the Benjamin Franklin Room to capacity.

Noting that the United States "has lost four ambassadors to terrorism in the last six years," he pointed out that, also, "ABC and NBC lost four newsmen to terrorism and fanaticism in the last two years. So you in the Foreign Service and we in the press have unwillingly paid a common and terrible price in the practice of our professions.

"I think we also share a common purpose. The Foreign Service is obliged to report to this building the truth, as its officers see it, of events in posts abroad. And we, to report to the American people the facts as we perceive them. We, no more than members of the Foreign Service, cannot meet our responsibility by tailoring or shaping our reports not to inform but to reassure, or even to please.

"I think the members of this audience need no reminder of the shameful fact that distinguished public servants, Foreign Service officers of great integrity, have, in the past, been punished and even in some instances banished from the Service, for daring to report to Washington what Washington did not wish to hear; for reporting with detachment and accuracy and sometimes, indeed, prophecy, the meaning of political and military events abroad that did not support the domestic political positions of higher officials in this country."

Mr. Reynolds added: "We would like to believe, and I think we can be confident, that those days of . . . capitulation by high officials here at home, to demagogues, are behind us permanently. We in the press, however, have to live with a related problem all the time . . . It is now said, as you well know, and in some instances by very responsible citizens who are convinced that they are right, that if we would just cut off the satellite from Tehran, stop providing officials and terrorists there with access to the American people, the hostage crisis might be more readily resolved." →

Frank Reynolds **responds to question from Ambassador (Ret.)** ***Malcolm Toon,*** **left.** ☐

Mr. Reynolds said he could understand that view. But "our mission . . . put very simply, is to do the best we can to keep the American people informed. Sometimes, like you in the Government, we make mistakes. But for more than 200 years, now, in this country, we've managed to cling to the principle that in order for the press to be free to be right, we must also have the freedom to be wrong."

Mr. Reynolds, who covered Secretary Muskie's presidential campaign in 1972, commented on his "experiences" with him. "I'm sure you've all heard about Senator Muskie's famous temper," he said. "Well, yes, he has a temper. I have seen it vented on members of the press and have felt it, but we've all managed to survive. I have a very high regard for Senator Muskie. I know that he will bring to his post as Secretary of State those personal qualities of independence that I gather are rather highly prized in this building. And I also know that he will speak his mind."

In response to a question, Mr. Reynolds said: "Was I surprised that he took the job? No, not at all. Not at all . . . He had made many important contributions [in the Senate]. He saw this as a challenge and as an opportunity. And I think, old-fashioned as it may be, he saw it as a responsibility and he accepted it. And I'm glad he did."

To another question—whether constant coverage of the hostage situation in Iran is actually prolonging the crisis, by giving the terrorists an outlet for their propaganda—Mr. Reynolds asserted: "There is no way, no way that we can ignore it. We're not going to put it on the back burner. We simply can't. If we could be persuaded or convinced that we could get the hostages out tomorrow by cutting off the satellite, I think we wouldn't have much difficulty making that decision. But we are not yet persuaded that the attention that has been focused on this crisis has prolonged it." ■

Our Very Own Chronicle

Fifteen years ago, in June, the NEWSLETTER reported that:

George V. Allen was reelected president of Diplomatic and Consular Officers Retired. . . . . Ambassadors nominated by President Johnson included Marshall Green, to Indonesia; John J. Jova, to Honduras; John D. Jernegan, to Algeria. . . . . Philip H. Trezise, deputy assistant secretary for economic affairs, was a recipient of the President's Award for Distinguished Federal Civilian Service. . . . . Allison Temple Wanamaker, 46, U.S. consul, was shot twice from a passing car in Cordoba, Argentina, while he was driving his own car home; he was wounded in the cheekbone and left hand; a bullet lodged in his neck. . . . . Joseph Clark Grew died; he was ambassador to Japan before Pearl Harbor. ☐

A flutist in the Foreign Service

By Sydney Goldsmith

The author, a political officer at Embassy Caracas, is scheduled to appear in concert in the Washington area on June 17—at Tawes Auditorium of the University of Maryland. He wrote this article when the NEWSLETTER *asked him to contribute some program notes about himself.*

Mr. Goldsmith* and *Ms. Hurlong. □

"GOLDSMITH! What are you doing in a tuxedo on the midnight watch?"

It was early on a Sunday, at the State Department, in late 1977. I was the senior watch officer that morning, and my interrogator was Roger Gamble, director of the Operations Center. This was one of the many times I had been called on to explain my combining music with diplomacy. "Well, Roger . . . you see . . ." I replied. "There was a wedding last night. They wanted some live classical music for the wedding party, so I was asked to play with a quartet."

It all began in the 1950s, when I used to think that music—not the Foreign Service—would be my calling. I played the flute in high school and college, and would go off each summer to a music camp in New England to teach and play. Later on, I free-lanced around New York, finally receiving an offer, in 1958, to play in a minor-league symphony orchestra. The pay was to be $3,000. That's when I decided to be a diplomat.

By the time I went out on my first assignment, in 1965, I was no longer thinking about music in any serious way—and I had no idea how well diplomacy and music would come to match, and how soon the two were to come together. My lucky first post was Hong Kong, where Harold Christie was consul in charge of special consular services. He knew everybody in Hong Kong. We hadn't chatted long when he asked what my interests were; I told him about the flute. Marvelous, said Harold, and before the day was out he had called Maple Quon, a grand lady of music there, who had been bringing performers to Hong Kong for nearly 30 years. Harold and Maple wasted no time; before I could move from hotel to housing, I was launched as a soloist with the Hong Kong Philharmonic.

There were other musicians, too, at the consulate general. Nick Platt was a fabulous folk singer and guitarist. Allen Whiting was a jazz pianist. Al Harding played bass.

Hong Kong was a wonderful place for a diplomat-musician. There was a ravenous appetite for Western music. Our music-making continued as China's cultural revolution spread to Hong Kong in 1967. One evening we celebrated the fifth anniversary of the Hong Kong City Hall with a chamber recital featuring a Chinese soprano, a New Zealander pianist and me as the flutist. A riot that day made the front page as always, but one paper did stretch a big headline across the arts page—"Delightful Chamber Music"—as if to proclaim that the tumult in the streets was horribly out of tune.

In the early 1970s I was in Taipei, assigned to the political section of our embassy. The ambassador there at the time was Walter P. McConaughy, who had studied at Juilliard. He introduced me to his marvelous collection of 13 clarinets—each instrument with its own specialities of tone and musicality. Some were smooth and suave, others were brash, arrogant, somber, dark, sweet. The ambassador told me how he would play Mozart and Brahms whenever he could find a free lunch hour, but he did not play in public. He encouraged me to perform throughout Taiwan. The cultural affairs officer there was Neal Donnelly, a musician's best friend. He arranged a number of concerts for me.

I'm still making music. One Saturday morning shortly after my arrival in Caracas, I was with a group of hikers who had gathered in the chancery parking lot. We were going to climb one of the steep mountains which rise 5,000 feet above our office windows. Suddenly, I was told to call Ambassador Bill Luers. I thought I was going to get hit with a hot Saturday cable, but instead he asked me whether I could play the flute at an embassy function that night. I hiked first and played later.

Caracas has become a musical haven, besides being a good post for aspiring diplomats. When I spoke to political counselor Phil Johnson about the possibility of some concert tours, he had an immediate response: "Great!" Public affairs officer George Miller and David Gray, Bill Watson and Kyra Eberle have helped with arrangements—as have local staffers Hildegard Fischer, Carmen Rivas, Napoleon Mogrovejo, Federico Alminana and Blanca Meaglia. Guitarist Lisa Hurlong has been with me on these tours.

We're planning a tour when home leave comes up next February. If anybody out there wants music, drop us a line in Caracas and we'll see what we can do. ■

NEWS HIGHLIGHTS

Language capability needed at State, says report to Congress

Federal personnel working overseas need more competence in foreign languages, according to a report to Congress. Author of the report is the U.S. comptroller general, who conducted a study for the lawmakers under terms of the 1979 foreign relations authorization act. He found that persons who do not have the full language proficiency required are nonetheless occupying 29% of the State Department's language-designated positions overseas. The total number of such positions was given as 1,320, with 858 of them said to be "adequately filled."

The report commented favorably on State's money-incentive program for the learning of hard languages. "For the first time, language competence outside of an LDP [language-designated position] will be recognized and re-use of language skills already developed will be rewarded," the comptroller general said. "State has requested funds to expand the program in fiscal year 1981 to include all hard languages."

Issuance of waivers with respect to LDPs should be tightened up, the report said. The comptroller general called on the Secretary of State to "ensure that language waivers, allowing non-language qualified officers to occupy LDPs, are issued only under genuine emergency conditions. Waivers should weigh the long-term disadvantages against the short-term benefits of assigning a less-than-qualified officer. Waivers should be required whenever an officer does not meet the language requirement, no matter how much training is provided, as AID currently does."

The report said the Secretary should also "require an annual report on the reasons why waivers were issued and the emergency conditions that required waivers; give greater emphasis to language proficiencies in promotion decisions; require LDP designation procedures be reviewed to allow for timely updating, feedback to posts on their recommendations, and expeditious recording of changes on all official documents."

As to the language capabilities of Foreign Service secretaries, the report said the State Department has not designated any secretarial LDPs. In practice, the Department sees the need and has considered certain positions to be language designated. In such cases, the secretarial placement officers know the incumbent must have a reasonable level of fluency to do the job and would only consider candidates who possess the language skills. However, language training in the past has been minimal and usually limited to one of the world languages.

"Interest in this situation has increased, and the Department recently proposed to prepare a selected, priority list of secretarial positions for which language training is essential. The list will initially be limited, recognizing the realities of worldwide secretarial staff shortages, the length of time required for language training, and the need to keep vacancies to a minimum. The intent is to build the program gradually and keep it apart from the legally required officer LDP system.

"**As another step** to meet secretarial needs, State officials also plan to ask the Foreign Service Institute to test the fluency level of secretaries at posts abroad. State is also beginning to provide limited hard language training to a few secretaries. Recently, for example, limited training has been provided in Arabic, Czech, Chinese and Serbo-Croatian."

The comptroller general continued that the Secretary of State should "identify all secretarial positions which require world and hard language skills, and establish a formal and more comprehensive program of language training for secretaries."

The comptroller general gathered material for his report at U.S. embassies and consulates in 12 countries—Poland, Greece, Egypt, Saudi Arabia, Korea, Japan, Thailand, Indonesia, Guatemala, Costa Rica, Ecuador and Colombia. He commented on the foreign language situation with respect to other foreign affairs agencies, as well as State. The report is dated April 15 and bears the designation ID-80-31. □

Financial management contracts awarded

Two contracts for the Department's new worldwide financial management system have been awarded to Price, Waterhouse & Co. and American Management Systems. When the new system is installed—in about four years—it will provide Department officers "with the cost and program information needed to acquire and allocate resources among competing, fluctuating priorities," says Roger B. Feldman, Department comptroller. He adds: "The new system will provide the management information you need to make proper and timely decisions in the rapidly changing environment in which we operate." The contracts were signed May 19. □

Open Forum features South Africa speech, June 18

The Secretary's Open Forum this month will feature talks on South Africa, Yugoslavia and Viet-Nam. Sal G. Marzullo of the Mobil Oil Corp. is slated to speak June 18 on "Change in South Africa: Cosmetic or Real?" Prof. Bogdan Denitch of the City University of New York has been scheduled for a June 24 address on the Yugoslav succession. Robert Richter will show his film, "Viet-Nam—An American Journey," made along Route 1, from Hanoi to Saigon, last year.

Earlier this month, Sri Chinmoy, spirtual teacher, composer and athlete, was to speak on "The Inner Role of the United Nations." □

'Hostage Relief Act' pending in Congress

Congress is studying a bill to provide comprehensive relief benefits to U.S. hostages in Iran, as well as in any future situations. The bill—entitled the Hostage Relief Act of 1980—was introduced by Congressman Dante B. Fascell (D.-Fla.), chairman of the Subcommittee on International Operations of the House Committee on Foreign Affairs, and Senator Frank Church (D.-Idaho), chairman of the Senate Committee on Foreign Relations.

The bill seeks to provide U.S. hostages with essentially the same benefits as those which were available to U.S. military prisoners of war in Viet-Nam. The legislation would also apply to civilian employees of the U.S. Government, and, as appropriate, to other U.S. citizens. It would extend to civilians taken hostage, or otherwise designated as missing abroad as a result of hostile action against the United States, tax advantages comparable to those now available to members of the armed forces in missing status, as a result of service in a combat zone.

The bill grants other benefits as well.

Most of the provisions would be retroactive to November 4, 1979, the date of the takeover of the U.S. embassy in Tehran by Iranian terrorists. □

YELLOW RIBBON—*Rosalynn Carter*, right, and *Penny Laingen*, wife of Bruce Laingen, who was charge d'affaires in Tehran, display the symbol for the hostages at a red maple tree on the north lawn of the White House. (*White House photo by Mary Anne Fackelman*) □

OTTAWA—Ambassador *Kenneth M. Curtis*, center, presents "thank you" album, containing signatures of Department employees, to Canada's under secretary for external affairs, *Allan E. Gotlieb*. *Kenneth Taylor*, former Canadian ambassador in Iran, is on right. On left are *Robert W. Duemling*, U.S. deputy chief of mission, and Mrs. *Pat Taylor*. The thanks are for the hiding of six Americans in Tehran. □

Candlelight vigils

Though the Iranian embassy in Washington is no longer in operation, the candlelight vigils for the American hostages are continuing—every Sunday at sunset. The vigils are held across the street from the embassy, on Massachusetts Avenue, N.W., and last for one hour.

Those attending are asked to bring a candle. The vigil group has a book in which participants are now signing their names each Sunday. The book will be given to the hostages when they come home. □

GABORONE, Botswana—Nearly 150 persons gathered at Ambassador *Horace G. Dawson's* residence for a service recently in support of the American hostages in Iran. Mr. Dawson is at right. □

ISLAMABAD, Pakistan—The Marine security guard detachment has been awarded the Meritorious Unit Commendation for defending the embassy against a mob last November 21. From left: *Robert G. Bledsoe, William F. Leak, James A. Watson, Steven A. Segobiano, Loyd G. Miller,* Ambassador *Arthur W. Hummel Jr., Robert E. Ballard, Ronald M. Epley* and *Lawrence W. Lacroix*. □

Fine Arts Committee to hold meeting

The Fine Arts Committee of the Department will meet June 9 at 2:30 p.m. in the John Quincy Adams State Drawing Room. The agenda will include a summary of the work of the Fine Arts Office since December, the announcement of gifts and loans since January 1, as well as a report on the status of the architectural improvements in the ladies' and gentlemen's lounges of the Diplomatic Reception Rooms.

The meeting is open to the public. It is one of several such meetings held each year. ■

APPOINTMENTS

Kontos: Sinai to Sudan

President Carter has nominated C. William Kontos, his special representative and director of the Sinai Support Mission, to be the new U.S. ambassador to the Democratic Republic of the Sudan. He would succeed Donald C. Bergus.

Mr. Kontos

Mr. Kontos entered Government service as a staff member of the Civil Government Division, U.S. AID mission to Greece, in 1949. He was special assistant to the chief of the mission, 1952-53, and then was assigned as a program budget coordination officer in Washington. From 1955 to 1956 he was chief management analyst. He later served as regional executive officer in the Africa-Europe Bureau, in AID. After tours as deputy director of the AID missions in Ceylon, 1959-61, and Nigeria, 1961-64, Mr. Kontos attended the National War College for a year. After completing his studies, he was named AID's director of personnel in 1965.

Mr. Kontos then served as director of the AID mission to Pakistan, with the personal rank of minister, 1967-69; director of program evaluation, also in AID, 1969-72; director of the joint State/AID Office for Nigerian Affairs, on special assignment, April-November 1970; deputy commissioner general, UN Relief and Works Agency, 1972-74; and as a member of the Department's Policy Planning Staff, 1974-76. He was then picked by the President to head the Sinai Support Mission in the Department.

Born in Chicago, on August 10, 1922, Mr. Kontos received a master's from the University of Chicago in 1948. He also took graduate studies at the London School of Economics and Political Science, 1948-49. From 1943 to 1946 he served in the Army. Mr. Kontos won the Department's Superior Honor Award in 1971. He is a member of the American Foreign Service Association, Middle East Institute and Middle East Studies Association. He is married to the former Joan Fultz; they have two sons. ☐

Harrop named envoy to Kenya, Seychelles

President Carter has nominated William C. Harrop, since 1977 deputy assistant secretary for African affairs, as the new U.S. ambassador to two countries—the Republic of Kenya and the Republic of Seychelles, in the western Indian Ocean. Mr. Harrop would succeed Wilbert J. Le Melle in both posts.

Mr. Harrop

Joining the Foreign Service in 1954, Mr. Harrop was assigned as a visa officer in Palermo. From 1955 to 1958 he was economic officer in Rome. He then was a placement officer, and later supervisory placement specialist, in the Department's Office of Personnel. He became an international relations officer in 1961. Then followed assignments as economic officer in Brussels, 1963-66; principal officer in Lubumbashi, Zaire, 1966-68; and a detail to Princeton's Woodrow Wilson School of Public and International Affairs, 1969. Mr. Harrop returned to Washington to become director of the Office of Research and Analysis for Africa. In recent years he has served as deputy chief of mission in Canberra, 1973-75, and ambassador to Guinea, 1975-77.

Born in Baltimore on February 19, 1929, Mr. Harrop received a bachelor's from Harvard in 1950. He also took graduate work at the University of Missouri, 1953-54. He was a teacher at Deerfield Academy, 1950-51, and then served as a corporal in the Marine Corps, 1951-52. He won the Department's Meritorious Honor Award in 1967.

Mr. Harrop is a member of the Metropolitan Club in Washington, the Fly Club in Cambridge, Mass., the Royal Leopold Club in Brussels, and the Royal Canberra Golf Club in Canberra. He is married to the former Ann Delavan; they have four children. ☐

Healy is nominated for Sierra Leone post

Theresa Ann Healy, since 1977 deputy chief of mission in Wellington, is slated to be the new U.S. ambassador to Sierra Leone, the White House has announced. She would succeed John A. Linehan.

Ms. Healy

Ms. Healy, a former teacher in elementary and high schools in New York City, joined the Foreign Service in 1955. She served in Washington and then was assigned as a visa officer in Naples. She later was consular officer, then administrative officer, in Milan, 1957-60; political officer in Bern, 1964-67; intelligence research specialist in Washington, 1967-69; and international economist, 1969-72. In 1972 she became political officer at the U.S. mission to the European Communities, in Brussels. After a year's study at the National War College, she was assigned in 1975 as senior deputy examiner of the Board of Examiners for the Foreign Service, in the Bureau of Personnel. The following year she was named management officer in the bureau. Later that year she was picked for the No. 2 post in the embassy in New Zealand.

Born in New York City on July 14, 1932, Ms. Healy received a bachelor's, cum laude, from St. John's University in 1954. She also received a master's in international affairs from George Washington University this year. Ms. Healy is a member of the American Foreign Service Association. □

McNeil is tapped as envoy to Costa Rica

President Carter has nominated Francis J. McNeil, a senior inspector in the Office of Inspector General, as the new U.S. ambassador to Costa Rica. He would succeed Marvin Weissman.

Mr. McNeil

Mr. McNeil joined the Foreign Service in 1956 after serving two years in the Army. He later was vice consul in Tokyo, 1957-59; adviser to the U.S. mission to the Organization of American States, 1959-61; and second secretary and political officer in Guatemala, 1961-64. After receiving training in Japanese language and area studies, he was named second secretary and political officer in Tokyo, 1964-67. Mr. McNeil later served as principal officer in the consulate at Nagoya, 1967-68, and first secretary and political officer in Tokyo, 1968-71. From 1971 to 1972 he was a visiting fellow at the Institute of Political Studies and the Hoover Institution, at Stanford.

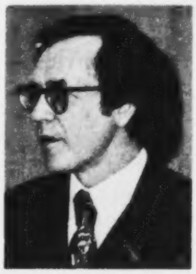
In recent years Mr. McNeil has served as alternate U.S. representative to the Organization of American States, 1972-74; acting deputy U.S. representative, 1974-75; counselor for political affairs in Madrid, 1975-77; deputy assistant secretary for inter-American affairs, 1977-78; and senior inspector since 1978. From November 1979 to January this year he was acting deputy assistant secretary for East Asian and Pacific affairs.

Mr. McNeil was born in Pittsburgh on March 3, 1932. He attended the University of Notre Dame, 1950-51, and received a bachelor's from the University of Florida in 1954. He won the Department's Commendable Service Award in 1962, and the Superior Honor Award in 1975. He also received the Christian Herter Award from the American Foreign Service Association. He is a member of the association and has written articles for the Foreign Service Journal. He also is a member of the Florida Blue Key.

Mr. McNeil is married to the former Miriam Herrera. They have three daughters. □

Ex-lawyer at State headed for Nepal

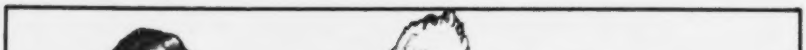
Phillip R. Trimble, former deputy mayor of New York and a former assistant legal adviser in the Department, is slated to be the new U.S. ambassador to the Kingdom of Nepal, the White House has announced. He would succeed L. Douglas Heck.


Mr. Trimble

A noted mountain climber, Mr. Trimble was the leader of the successful American expedition to Mt. Everest, in the fall of 1976. He also was the leader of successful mountaineering expeditions to Trisual, in the Indian Himalayas, 1975; New Guinea (Carstanz Range, 1973); Canadian Arctic, 1978; and the Boh River expedition, in interior Borneo, in 1979.

Mr. Trimble began his legal career in 1963 as a teaching associate at the University of California School of Law, at Berkeley. From 1964 to 1971, and again from 1972 to 1974, he was an attorney with the New York law firm of Cravath, Swaine & Moore. In 1977 he became a teacher of international law and organization at the University of Pennsylvania. He served as a member of the Senate Foreign Relations Committee staff, 1971-72; and assistant legal adviser, for economic and business affairs, in the Department, 1974–77. From 1978 to 1979 he was deputy mayor for intergovernmental relations in New York. Mr. Trimble also was a member of the New York arms control study group, Carnegie Endowment for International Peace, 1972–74, and a member of the board of directors, Cornerstone Project, 1966–70.

Born in Springfield, O., on November 12, 1937, Mr. Trimble re-



"I don't know, honey. When you start having to wear bulletproof vests to diplomatic receptions . . . . . maybe we should start thinking about retirement." □

ceived a bachelor's from Ohio University in 1958, a master's from the Fletcher School of Law and Diplomacy in 1959, and a degree from Harvard Law School in 1963. He was a Fulbright scholar at the University of Rangoon, in Burma, in 1960. He is a member of the American Alpine Club, American Society of International Law, the Himalayan Society, and the Explorers Club. Mr. Trimble is the author of many articles. ☐

Oceans man Busby is named an envoy

President Carter has nominated Morris D. Busby, deputy assistant secretary for oceans and fisheries, for the rank of ambassador. He was director of the Office of Oceans and Polar Affairs, in the Bureau of Oceans and International Environmental and Scientific Affairs, from 1976 until early this year.

Before joining State, Mr. Busby was a lieutenant commander in the Navy for 15 years, serving on the amphibious command ship *USS Pocono*, missile destroyers *Sellers* and *Robison*, and as commanding officer of the coastal mine sweeper *Meadowlark*. He became an international relations officer in the Department in 1975. During his military service Mr. Busby won the Navy Commendation Medal and the bronze star, with combat device. He is a member of the U.S. Naval Institute and Marine Technology Society.

Born in Memphis on March 15, 1938, he received a bachelor's from Marshall University in 1960, and a master's in science from George Washington University in 1971. He and his wife, Judith, have two sons. ☐

Anderson in Shanghai

Donald M. Anderson has been put in charge of the new U.S. consulate general in Shanghai, which officially opened April 28. ☐

Envoy rank for Van Doren

President Carter has accorded the personal rank of ambassador to Charles N. Van Doren as head of the U.S. delegation to the Non-Proliferation Treaty Review Conference. The meeting is scheduled to be held in Geneva, August 11 through September 5. ☐

Panama Canal appointments

President Carter has designated three U.S. representatives to serve on the consultative committee established by the Panama Canal treaty of 1977. They are Welborn G. Dolvin and Ambler Holmes Moss Jr., Virginia, and David H. Popper, New York.

In a related action, the President appointed three U.S. representatives to the joint commission on the environment, also established by the treaty. They are Robert O. Blake and William A. Hayne, California, and Charles R. Ford, Virginia. ☐

Condon named to commission

President Carter has reappointed John P. Condon, ambassador to Fiji, Kingdom of Tonga and Tuvalu, as the U.S. representative on the South Pacific Commission. Mr. Condon, who was first named to the commission in May 1978, will serve concurrently. ☐

Labor appointment

President Carter has appointed James H. Quackenbush, director of the Labor Department's Office of International Organizations and Technical Assistance, as U.S. representative on the governing body of the International Labor Office. ☐

Disarmament appointments

The Senate has confirmed the nomination of David Marion Clinard, Virginia, as an assistant director of the Arms Control and Disarmament Agency. It also confirmed the rank of ambassador for George M. Seignious II, former director of the agency, during the tenure of his service as U.S. delegation member-at-large at arms control negotiations. ☐

Staff changes in Department

Robert E. Fritts has been designated senior deputy assistant secretary for consular affairs . . . **Morris D. Busby** is deputy assistant secretary for oceans and fisheries affairs . . . **Wingate Lloyd** is the new director of the Office of Canadian Affairs, Bureau of European Affairs . . . **William Dixon Boggs** is the new director of the Office of Public Programs, Bureau of Public Affairs . . . **Charles F. Meissner** is special negotiator for economic matters, in the Office of the Assistant Secretary for Economic and Business Affairs . . . **Elinor G. Constable** replaces Mr. Meissner as deputy assistant secretary for international finance and development . . . Staff changes in the Bureau of Inter-American Affairs include **Lowell Kilday,** director of the new Office of Brazilian Affairs, and **Claus W. Ruser,** in charge of the new Office of Southern Cone Affairs (Argentina, Chile, Paraguay and Uruguay). ■

HELSINKI, Finland—After presenting his credentials, Ambassador *James E. Goodby* shakes hands with President *Urho K. Kekkonen*, right. In background are, from left to right, *Samuel E. Fry*, deputy chief of mission; *Ward C. Thompson*, political counselor; *James E. Stinson*, defense attache. ☐

BOOK REVIEWS

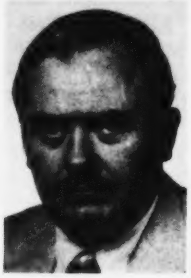
Diplomacy seen as a 'political process'

By William L. Bacchus

The author of this review is director of the Office of Program Coordination, in the Bureau of Personnel.

Simpson, Smith. *The crisis in American diplomacy: shots across the bow of the State Department.* North Quincy, Mass., Christopher Publishing House, 1980, 324 pp. $8.95.

THIS BOOK reiterates the author's long-held view that American diplomacy is poorly conceptualized, and that its practitioners in the Foreign Service are ill-equipped for their responsibilities. He argues that diplomacy is a "political process, often subtle, overheard rather than directly and distinctly stated, and demanding superior political instincts and talent." (p. viii).



Mr. Bacchus

The first quarter of this book, containing almost all of its new material, is an essay on "The Nature and Dimensions of Diplomacy." For Mr. Simpson, diplomacy has many dimensions: political (which has grand strategy, strategy, grand tactics, lesser tactics, techniques, personal skills and logistics as "elements"), intellectual-cultural-psychological, overseas projection, policy-making, military, covert activities, parliamentary, research, analysis and retrieval, attitudes, personal qualities, education and training, management/supervision/logistics, and international. This complex taxonomy, which is even more involved than suggested by this listing, so complicates and confuses the subject that the force of the author's argument is dissipated. Some of the dimensions are supports for diplomacy, while others are specific kinds of diplomatic activity, and still others involve style and method. Lumping them all together under the common and undefined rubric "dimension" compounds the analytic problem which the author clearly wants to solve.

This is not to say that the book is not persuasive on a number of points. For example, the author's argument for developing an "inventory of diplomatic resources," as a guide to corrective action and a means to avoid commitments which cannot be successfully carried out, is compelling.

The bulk of the book is an anthology of articles, reports and congressional testimony dating from the mid-fifties to 1979. Some parts are excellent, such as the study of the Simas Kudirka case which appeared in the Foreign Service Journal last year, or the discussion of diplomacy in the Nixon-Kissinger era. Others, however, have worn less well, and should have been updated or supplemented. For example, an informative chapter on reform efforts since the Rogers Act of 1924, written in 1974, is weakened by its failure to discuss subsequent reform proposals, for example that of the Murphy Commission, or the Carter administration reorganizations of foreign assistance, cultural and informational affairs, and foreign trade. Mr. Simpson's views of current attempts to pass a new Foreign Service Act would also have been of interest. The anthology format has certain virtues, but it is possible that a more integrated and perhaps shorter volume, drawing upon the author's previous experience and writings and developed from a single perspective would have been more effective.

The fundamental flaw of American diplomacy, Mr. Simpson asserts, is that it suffers from a "frontier approach" which is anti-historical, breeding the attitude that "diplomacy is a push over, something that can be done by anyone of common sense, with little or no preparation, no particular cultural depth, no particular ability to articulate his thoughts, and no training whatever in strategy and tactics." (pp. 23-24).

The author finds fault with almost everyone, from Presidents to the most junior professional diplomats. He is especially hard on the Foreign Service and those who manage it. Because the country's educational system does not give enough attention to diplomacy as a "political" science, new members of the Service enter with no clear idea of what it is or should be. As a consequence, "they do not visualize it in professional, dynamic, political terms. They go at it in the manner of plumbers and carpenters, their thinking and activity committed to particular jobs in particular places, determined largely by the day's demands. Performance therefore tends to be pedestrian rather than dynamic, routine rather than imaginative" (p.53). He sees this problem as being exacerbated by affirmative action programs, which exempt some applicants from taking the FSO written examination (although in another context he attacks that examination as superficial and inappropriate). The change in women's attitudes about themselves and their roles, and the Department's failure to confront them, is seen as equally unfortunate: "The absurdity of the notion that in a part of our national defense system a wife can behave as though she were an independent individual, on a 'me generation' lark, with no responsibilities to her country, is but one more symptom of our diplomatic crisis." (p. 37). Frequent rotation from post to post, he argues, permits development of only superficial country knowledge, makes language proficiency impossible, and means that diplomats cannot make the wide range of contacts necessary for them to exert the desirable political influence.

What then should be done? According to Mr. Simpson, three fundamental things: better conceptualization of diplomacy as "serious, highly competitive, international politics," which must be "professionalized because it demands the utmost learning, training, perceptivity and finesse;" improvement in performance (better people, better preparation, more sensible career patterns, better attitudes); and revision of our form of Government so as "to steady our diplomatic performance and keep it constantly focused on our long-term national interests." (p. 301).

His recommendations, often sound when taken one by one, are not necessarily coherent as a package. Their presentation unfortunately sometimes suffers from an overly dogmatic and querulous style of argumentation. Subtle and complicated problems usually admit of more than one solution, but one would never know it from this book. But a more fundamental problem arises, ironically, from the author's tendency to ignore the fact that reform, like diplomacy, is also an intensely political process. Any program of change which dismisses, as does his, the strong need for a more representative Foreign Service, or which assumes that Foreign Service spouses should be content with their traditional role is simply not credible in today's environment. Nor does it seem likely that the United States will adopt, as he recommends, a parliamentary form of government in order to end the "chaotic rivalry" between legislative and executive branches, and thus solve "the U.S. problem of developing a diplomacy adequate for its global needs." (p. 298). Important as effective diplomacy is, it cannot be pursued to the exclusion of all other national goals.

Although this book has limitations, it is nevertheless provocative and should stimulate the thinking of those who are seriously concerned with the future of American diplomacy, of the Foreign Service, and of the Department of State. ☐

Library services

LOCATION: Room 3239 New State
SERVICES:
- —Loan of books, periodicals, and government documents
- —Locating and borrowing items from other libraries
- —Automated retrieval of information relating to foreign affairs
- —Daily newspapers (back issues on microfilm) ☐

Where U.S. is host to visiting VIPs

By Armistead Lee

The author of this review is a retired Foreign Service officer.

Templeman, Eleanor Lee. *The Blair-Lee house, guest house of the President*. McLean, Va., EPM Publications, 1980. 72 p. $15.95.

AMONG the lesser-known responsibilities of the State Department is management of the President's guest house, across Pennsylvania Avenue from the Executive Office Building. The original Blair House was long the residence of one of the most influential power brokers of 19th-century Washington, Francis Preston Blair, friend and adviser to Andrew Jackson, editor of the Washington Globe (virtually the organ of the Democratic Party) and subsequently chairman of the convention at which the Republican party was formed. The adjoining Lee House, built on the eve of the Civil War, and joined to the Blair House in recent years, was the home of Mr. Blair's son-in-law, Samuel Phillips Lee, who was to become a rear admiral in the Union Navy, helping to blockade Southern ports. As a Virginian, Mr. Lee was faced with the same dilemma, on the outbreak of hostilities, as his cousin Robert E. Lee, to whom the command of the Union Army was offered—at Blair House, incidentally—by Francis Preston Blair, acting at the request of President Lincoln. But Samuel Phillips Lee reached a different conclusion from that of his cousin Robert. He said that he had reread his commission and found that it referred to the United States alone, with no mention of Virginia.

By coincidence, a biography of Francis Preston Blair (by Professor Elbert Smith of the University of Maryland) has appeared simultaneously with this beautifully-illustrated history of the Blair-Lee house by Eleanor Lee Templeman. As the author of two other books on historic homes ("Northern Virginia Heritage" and "Arlington Heritage"), she is particularly qualified in this area. She has written more than a history of the two houses and the important role played by their occupants in the history of this country during the 19th century. To this the author has added interesting stories on other historic houses in the neighborhood of Lafayette Square.

This is the dining room of the Lee House, where President Truman entertained his cabinet officers at weekly luncheons, during the period that the Blair-Lee House served as the executive mansion, when the White House was being reconstructed. ☐

The text is tightly written and thoroughly readable. It is enlivened by sparkling vignettes, some of which will be of particular interest to Foreign Service readers. Those who have had to deal with the whims of visiting dignitaries, including congressional delegations abroad, may be grateful that they were not on duty in President Jefferson's day, when the Department had to placate the colorful mission sent by the bey of Tunis, whose members complained of the lack of suitable concubines in Washington. I was intrigued too, by the account of how the 1,400-pound cheese, prepared for President Jackson's farewell party at the White House, was demolished by a mob of hungry gate-crashers.

With beautifully-reproduced photographs of the Blair-Lee House, this history of the President's guest house should be a fine adornment for the coffee table. ■

FOREIGN SERVICE FAMILIES

Family separation problem is subject of a survey

At posts where family evacuations have not been ordered, 9 out of 10 employees with families (91%) have all or part of their families living with them, a survey by the Bureau of Personnel indicates. The study was conducted at the request of the Board of the Foreign Service as part of a broader effort to document the difficulties of staffing hardship posts. To obtain data, a cable was sent to all posts inquiring about the extent of family separations.

The reason given most frequently for such separations was evacuation or danger, accounting for 40% of the total. Other factors were children's education (26%), spouse's career (10%), aged parents (2%), all other reasons (22%). When evacuations were factored out, there was virtually no difference between hardship posts and non-hardship posts in terms of the proportions of family members not present.

Ambassador Andrew Steigman, who heads the Office of Foreign Service Career Development and Assignments, commented: "What this survey shows is that statistically, at least, the problem of family separations remains limited. These responses, while only a snapshot of the families-at-post-situation at a specific point in time, have given us our first reading of the present dimensions of the problem and the reasons for it.

"But our survey does not provide definitive data or permit final conclusions. So we plan to repeat it in two years, to allow time for a turnover of most personnel now at posts. We expect that the information gathered at that time, together with this initial data, will give us a better sense of the extent to which family separation may be adding to the difficulties of a Foreign Service career." ☐

A red carpet is rolled out south of the border

Families of newcomers in Mexico City are greeted by personnel of the "Escort Service Program," sponsored by the U.S. embassy's Liaison Office. The program provides guides, who know the city and the language, to familiarize new employees and dependents with schools, residential and shopping areas. Up to 12 hours of service is available, along with free transportation for those arriving from the States. ☐

Embassy liaison officer *Sue Parsons*, second from left, and guide *Marilyn Burke*, right, plan a tour with newcomers *Elaine Bohen*, left, and *Shirley Grewe*. ☐

Ms. Burke, right, gives *Ms. Bohen* tips on how to bargain. ☐

New coordinator for BOOKFAIR

Art historian Jane Tilley Griffin is the BOOKFAIR '80 coordinator. Widely known in Washington art circles for her museum lectures and archeological studies in Oriental art, Mrs. Griffin in 1979 did the "Japan Today" exhibit of "Creative Prints and Master Potters from Washington Collections," shown at the International Monetary Fund gallery. President of the Asian Forum in 1978, Mrs. Griffin was also a trustee and executive committee member of the Japan American Society of Washington, and arranged the book booths for the society's annual bazaar.

With expertise needed to make BOOKFAIR '80 a success when it opens with "Family Night," September 26, Ms. Griffin is seen as bringing a wide range of experience to the 20th annual event, sponsored by the American Association of Foreign Service Women to raise scholarship funds for children of Foreign Service personnel.

Right now, Mrs. Griffin reported, book donations are necessary. She said she is concerned that the flow and number of volumes on hand in the AAFSW bookroom is much less than last year at this time. Also the Art Corner, which has been a moneymaker in the past, lacks the necessary contributions from Foreign Service posts abroad, she said. The Art Corner sells unusual handicrafts and other unique items from foreign lands, and depends on the generosity of Foreign Service personnel who have for years held money-raising events at their posts in order to send these items back to AAFSW.

For information on how to make your personal contribution, either as a book donor or volunteer worker, phone the AAFSW bookroom at (202) 223-5796. There is a need for bookboys to help with the bookbins, especially at the D St. and 21st St. entrances to the State Department.

Donations of all books and coins, stamps, paintings, prints, posters, and even cassettes, tapes, sheet music, and records, are tax-deductible. The Bookroom, in Room 8326, is open Mondays through Fridays, 10 a.m. until 3 p.m.

Contributions from overseas should be mailed to BOOKFAIR '80, Room 8326, Department of State, Washington, D.C. 20520.

—JANE TEEPLE ☐

Relief for refugees

An Afghanistan Relief Committee—a private, nonprofit organization—has been formed to buy tents, clothing and medicine for Afghani refugees in Pakistan. The address is P.O. Box 37266, Washington, D.C. 20013. Those wanting to help may call Sadie Goodman, a retired Foreign Service employee, at 362-8797. ☐

Overseas schools meeting

The executive committee of the Overseas Schools Advisory Council will meet June 17 at 9:30 a.m. in Conference Room 6320 of the Department. ■

On a TDY in Egypt:
The Tombs of Sakkara

This was the wrong place
to house the royal dead:
too far from town, too
blown by wind, too overfed

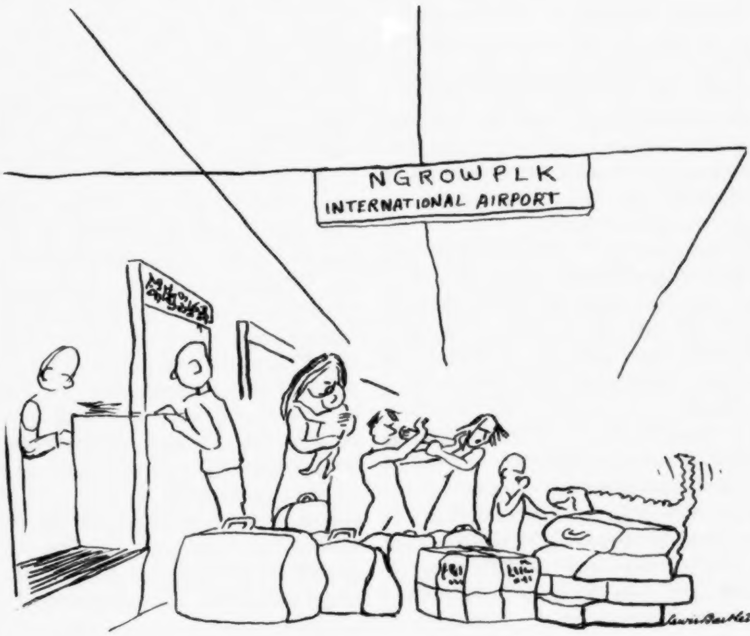
with dunes. Even the guides
lament the sacred spot
as orange clouds of sand
engulf our camp. We're caught

in the desert's dervish
storm. It grows much worse,
festering eyes, rawing lips:
we learn the mummy's curse

is not exotically encased
in a mystic evocation
but a planned revenge
disguised as bad location.

—WILLIAM A. SOMMERS, AID ☐

Foreign Service Sagas—The Direct Transfer



"Very sorry. Your diplomatic visas expired two days ago." ☐

EQUAL EMPLOYMENT OPPORTUNITY

More senior women said to be needed at overseas posts

Evidence has come in from overseas missions of the need for more senior women in "visible," "responsible" positions at the posts. This is apparent from post responses to the foreign policy directive of Secretary Vance on the worldwide status and rights of women.

The posts stressed three major effects of having more senior women officers. (1) They were said to be accepted and respected even in countries with strongly male-dominated societies. (2) They show how the United States, a highly-developed country, makes use of women as a resource. (3) They encourage women in such countries to train for and seek similar levels of responsibility in their own governments or diplomatic service.

Following are some comments from U.S. missions:

SUVA: "I have been struck by the pride exhibited by local Indian women in the assignment here of a female Indian high commissioner, but also by the attention and consideration shown to our DCM (a woman) by both men and women in and out of the government."

LIBREVILLE: "Presence of three FSO women diplomats on staff during the past year, who were all accepted by local authorities, helped demonstrate to Gabonese our own commitment to promoting the status of women."

ABU DHABI: "Of nine embassy officers, two are women, and based on new assignments to post, it appears this ratio will be maintained. Assignment of women officers as well as secretaries, and employment of Arab and non-Arab women Third Country nationals in the embassy are most obvious examples of U.S. use of women power."

KATHMANDU: "Two major country team elements here—Peace Corps and ICA—are directed by women. These women serve as role models for Nepali women and their presence in executive positions also contains a message for Nepali men."

BANGLADESH: "The fact that State and ICA have women posted in highly visible positions (consular officer and cultural affairs officer, respectively) has been noted and commented upon favorably. This has increased awareness about the sincerity of our urging greater participation of Bangladeshi women."

WELLINGTON: "Both the Ambassador and the Deputy Chief of Mission here are women, and both are active in public speaking. This fact has not gone unnoticed and will no doubt contribute to a greater awareness on the part of both men and women of the new possibilities open to women."

MASERU: "The assignment of a woman FSO to the embassy (1977) gave confidence to a number of women civil servants, as it seemed that the Department was saying women could do what had been thought to be a man's job. The fact that our system seems to be working is being used as an example by an activist group of civil servants who are attempting to change the civil service here."

KUWAIT: "As an embassy, we are a public demonstration of the equality of women, having for years past had women as diplomatic officers on our staff in a part of the world where women were unthinkable as diplomats."

NIAMEY: "I have found the staff at this post concerned about the status of women in Niger and cognizant of the role they can play in the country's development. The composition of our mission is a daily reminder of this potential, as women direct the local activities of two of the five U.S. agencies represented in Niamey."

SURINAME: "Simultaneous U.S. assignments of women as ambassadors to Suriname and to The Netherlands (the former homeland) and as Consul General to The Netherlands Antilles has made an impact here . . . The mere fact of the appointments has encouraged more Surinamese women to think about careers and to try for positions in fields usually thought of as reserved for men. The Minister of Development has told me that his daughter was one of those so encouraged. She is now in The Netherlands studying for a diplomatic career in the Suriname Foreign Service. According to the wife of the President, their two daughters have been similarly encouraged to try for positions of leadership. Our PAO here is also a woman and her appointment has had the same salutary effect on the 'mindset' (of both men and women) on women's rights in Suriname."

BUCHAREST: "Women constitute the overwhelming majority of professional Romanian staff at the embassy, and we hope this fact serves as an example."

PORT MORESBY: "We have regularly hired national women for senior positions on our staff and at present the four most highly paid nationals on the mission staff are all women."

SINGAPORE: "At embassy level, we instituted some time ago equal employment and promotion policies for Foreign Service and national employees, hiring women as economic analysts and GSO housing specialists."

ROME: "While a woman is currently president of the Italian Chamber of Deputies, and women are and have been ministers in Italian cabinets, not a single senior U.S. mission official is a woman, nor are any of the principal officers or branch public affairs officers in Italy."

—BARBARA J. GOOD ■

International radio

Study Group 8 of the U.S. Organization for the International Radio Consultative Committee will meet June 17 from 9 a.m. until 12:30 p.m. in the auditorium of the Communications Satellite Corp. Building, 950 L'Enfant Plaza S.W. The group studies matters relating to systems of radio-communications and radiodetermination for the mobile services. □

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.* □

Q.

FLORIDA

What are the statistics on arthritis? Seems like everybody I talk to lately has it. . . or maybe it's just the company I'm now keeping since I retired several months ago.

A.

Here goes: More than 31 million Americans have arthritis; it strikes women twice as often as men; it can also afflict children. Sixteen million people have osteoarthritis in this country; this is the aging kind. One million people become new victims each year. The word arthritis literally means "inflammation of a joint." For more information on this disease, I urge you to contact the Arthritis Foundation, 3408 Peachtree Road N.E., Atlanta, Ga. 30326. A great deal can be done to help patients cope with this disease.

Q.

ASIA

I've been asked by my mother's physician to consider donating a kidney to her, as therapy for her kidney failure. She's lived on a dialysis machine for the past several years, but apparently now needs a transplant. I am more than happy to donate a kidney if I am found to be the best of the possible donors. If the kidney transplant is carried out, how will it affect my State Department medical clearance, i.e., will I be precluded from certain overseas posts?

A.

If your mother's doctor decides you are compatible as a donor and kidney transplant surgery is carried out, your medical clearance will not be affected as long as your remaining kidney functions normally. I note in reviewing your medical record that you have a #1 medical clearance, that is, a full medical clearance for worldwide duty without restrictions. It appears that you're in basically excellent general health (with the exception of 15 extra pounds). After surgery, I would anticipate that we would give you a full unlimited medical clearance. Best wishes to you in this forthcoming surgical procedure!

Q.

AFRICA

Are malaria pills poisonous?

A.

I've just read a medical journal report about a 14-month-old child who swallowed six adult malaria suppressant tablets. The child happened upon an opened bottle of Aralen that the family had been taking for malaria prevention. Despite immediate hospitalization, the child died. This tragedy reminds us all that (1) medicines must be kept out of the reach of children; (2) childproof safety tops on medicine containers really do work, even if they do cause some inconvenience to adults; (3) there is no antidote for an overdose of malaria tablets; (4) unfortunately, some adult malaria suppressant tablets are sugar-coated in a bright color and look very much like M&M candy. When this drug is being discarded, it should be flushed down a toilet or thrown into a disposal.

Q.

AFRICA

Are medical exams mandatory? What are the consequences if one doesn't take an exam?

A.

Yes, medical examinations are required—as part of the medical clearance process for employees and dependents prior to employment, periodically during employment, and upon separation. Newly-acquired dependents, whether by marriage, birth or adoption, must be examined within 90 days of attaining dependent status. The consequence of not having a medical clearance before departing for an overseas assignment is possible forfeiture of medical benefits, including hospital expenses, medical evacuation travel and related outpatient expenses. I needn't emphasize that in these days of enormously expensive fees for hospital care, medical and surgical expenses, and related health care charges, it is simply foolhardy to jeopardize one's medical benefits. We encourage you to obtain your physicals and medical clearances promptly. If you're having your physical during your home leave, do it promptly after you arrive; do not wait until just before your return to post. Oftentimes, illnesses are detected which require medical or surgical treatment, and occasionally additional tests need to be performed. All of this takes time and underscores the need for beginning your physical immediately after you reach the United States.

Q.

WASHINGTON

Is there a cure for acne?

A.

At this moment, there's no permanent and complete cure for acne, but there are many valuable treatments that should be initiated. Much can be done to prevent scarring and to minimize any psychological handicap. Some treatments include antibiotics in conjunction with acne surgery and ultraviolet light. All of these treatments are effective in preventing or minimizing primary and secondary lesions. Acne has nothing to do with the kinds of foods you eat. Special diets are a waste of time and energy. ☐

DR. DUSTIN'S HEALTH HINTS

Pneumonia still a major killer

Flu sufferers, the elderly, the debilitated, and the chronically ill are all prime targets for pneumonia. This country's No. 1 killer until the late 1930's, bacterial pneumonia, didn't disappear, as many people believe, after sulfa drugs and penicillin were developed. The disease still strikes, and it hits hard. Of the more than two-and-a-half million Americans who contracted it in 1976, about 50,000 died. It ranks fifth among this country's leading causes of death.

Persons over 50, and especially over 65, should be advised to ask their private doctors about the peumococcal pneumonia vaccine, which is designed to protect against the most common serious form of the disease. In addition, anyone over the age of 2 who suffers from sickle cell, heart, kidney, or respiratory disease, or from diabetes or other chronic illness, should also be vaccinated. Post-operative patients too, and those recovering from severe illness, along with nursing home patients, should ask about vaccination. Patients in the "high risk group" should seek medical advice at the first sign of a cold, the flu, or other respiratory infection. Early treatment can help prevent pneumonia from establishing a foothold in the body.

The classic form of pneumonia is caused by bacteria. It has the highest mortality rate and involves the most costly treatment of all forms of pneumonia. Bacterial pneumonia usually follows the flu or other respiratory infection. Its victims tend to be the very young, the elderly, alcoholics, post-operative patients, and others whose resistance has been lowered by chronic illness, age, or general debilitation. Though small confined outbreaks of bacterial pneumonia sometimes occur, the disease isn't highly contagious. And though it strikes frequently in the winter, it's a year-round hazard.

Symptoms may appear gradually or suddenly. They include shaking chills, severe chest pain, and a cough that produces some fluid. Temperature can run as high as 105°. Sweating profusely and trying to get needed oxygen, the patient's breathing and pulse rates increase rapidly. Mental function may be impaired, the nailheads and lips may be bluish from lack of oxygen, and chest pain may make breathing increasingly difficult. The body's defenses try to fight the invading bacteria. ☐

Beware of aspirins for children

(From the Foreign Service Medical Bulletin)

Did you know that current statistics show that fatalities among children from accidental aspirin ingestion have decreased 55% since mandatory child-resistant safety packaging regulations took effect?

Opening the child-resistant medicine packages is sometimes difficult for adults. To benefit people who are elderly or handicapped, the law allows a manufacturer to offer aspirin or other regulated products in single size packages that don't comply with the safety packing standard. In addition, if a prescription is involved, the prescribing physician or client can request regular, non-safety packaging.

Hopefully, however, such requests will be kept to a minimum since they increase the danger of childhood poisonings. Accidents have happened when older persons carried medicines without safety caps into homes with small children. Little ones have been poisoned after finding vials left in purses or on bedside tables. And, conversely, poisonings have occurred when youngsters visited homes of senior citizens where no safety caps were used on bottles of prescription drugs. So childproof packaging really works and is well worth the occasional inconvenience to adults when opening medication containers with hard-to-open safety tops.

Pediatric pharmacologists have recommended new dosages for children's aspirin. Baby aspirin is available in grains 1¼ or 81 milligram tablets. When administering baby aspirin every four hours, you must then calculate based on multiples of 81 milligrams.

The accurate dosage, according to age, for baby aspirin is:

- Under age 2, as directed by a physician.
- Ages 2 and 3, 2 tablets, or 162 milligrams (2½ grains).
- Ages 4 and 5, 3 tablets, or 243 milligrams, (3¾ grains).
- Ages 6 through 8, 4 tablets, or 324 milligrams (5 grains) or 1 adult tablet.
- Ages 9 and 10, 5 tablets, or 405 milligrams (6¼ grains) or 1 adult tablet and 1 pediatric tablet.
- Age 11, 6 tablets, or 486 milligrams (7½ grains) or 1 adult tablet and 2 pediatric tablets.
- Age 12 and above, 8 tablets or 648 milligrams which is about equivalent to 2 adult tablets.

These new dosage recommendations are now listed by several manufacturers on their products. ☐

Alcohol Awareness Program

Drinking myths are examined

The following is reprinted from "Drinking Myths," published by Operation Threshold, U.S. Jaycees.

Why bother to de-bunk a bunch of harmless myths about drinking? Because they're not so harmless. For instance? If a guy thinks it's okay to smash down 8 or 10 beers every night because "it's only beer" . . . he could develop a serious drinking problem without even knowing it.

We have nine million alcoholic Americans (at least!). It's become a national plague. Yet in some other societies, where they don't share our misconceptions about drinking, alcoholism is rare. So the more we know about drinking, the better we can handle it. The better we can decide whether, where, when, why, how much, and with whom to drink.

1. *Most skid row bums are alcoholic.* No. See? You just can't count on stereotypes. A recent study found that less than half the derelicts on skid row had drinking problems.

2. *Most alcoholics are skid row bums.* Only 3% to 5% are. Most alcoholic people (about 70%) are married, employed, regular people. All kinds of people.

3. *Very few women become alcoholic.* In the 1950's, there were 5 or 6 alcoholic men to every woman. Now the ratio is about 3 to 1. Evidently this is one area where women's liberation is catching on too well.

4. *Most alcoholic people are middle-aged or older.* A University of California research team has found that the highest proportion of drinking problems is among men in their early twenties. The second-highest incidence occurs among men in their 40's and 50's.

5. *You're not alcoholic unless you drink a pint a day.* There's no simple rule of thumb. Experts have concluded that how much one drinks may be far less important than when he drinks, how he drinks and why he drinks.

6. *The "drunk tank" is a good cure for alcoholism.* Nonsense. Alcoholism is an illness, and can be treated successfully. We don't jail people for other illnesses. Why for alcoholism?

7. *"I don't know any alcoholics."* Maybe you just don't know you know any alcoholics. Some of your best friends may have drinking problems. They don't seem "different." And they usually try to hide their illness, even from themselves. About 1 out of every 10 executives has a drinking problem.

8. *The really serious problem in our society is drug abuse.* Right. And our number one drug problem is alcohol abuse. About 300,000 Americans are addicted to heroin. But about 9,000,000 are addicted to alcohol. It's not even close.

9. *Drug? Drug.* Alcohol is a drug, all right. If you don't believe it, ask your doctor.

10. *People get drunk . . . or sick . . . from switching drinks.* That shouldn't really make much difference. What usually causes an adverse reaction to alcohol is drinking too much.

11. *"It's only beer."* Sure. Just like it's only bourbon, or vodka or gin. One beer or one glass of wine is about equal to one average "highball." The effect might be a little slower, but you'll get just as drunk on beer or wine as on "hard" liquor.

12. *"Ya gotta hand it to Joe. He can really hold his liquor."* Don't envy Joe. Often the guy who can hold so much is developing a "tolerance" for alcohol. And tolerance can be a polite word for need.

13. *"I drive better after a few drinks."* In most states, the legal

OFFICE OF MEDICAL SERVICES—At his retirement ceremony, Dr. *Herbert C. Haynes*, center, assistant director for mental health services, receives plaque from Dr. *Eben H. Dustin*, office director. At left is *Mrs. Haynes*. ☐

definition of "driving under the influence" is a blood alcohol level of 0.10%. But scientific tests have proved that even professional drivers' abilities diminish sharply at levels as low as 0.03% to 0.05% . . just a few drinks. Not only that, but judgment is affected, too. So people think they're driving better than ever while they're really driving worse.

14. *Alcohol is a stimulant.* It's about as good a stimulant as ether. Alcohol acts as a depressant on the central nervous system.

15. *"What a man!" Still on his feet after a whole fifth.* When we stop thinking it's manly to drink too much, we have begun to grow up. It's no more manly to over-drink than it is to over-eat.

16. *Drinking is a sexual stimulant.* Contrary to popular belief, the more you drink, the less your sexual capacity. Alcohol may stimulate interest in sex, but it interferes with the ability to perform.

17. *Getting drunk is funny.* Maybe in the old Charlie Chaplin movies . . . but not in real life. Drunkenness is no funnier than any other illness or incapacity.

18. *"I'm just a social drinker."* Just because you never drink alone doesn't mean you can't have a drinking problem. Plenty of "social drinkers" become alcoholic.

19. *A good host never lets a guest's glass get empty.* There's nothing hospitable about pushing alcohol or any other drug. A good host doesn't want his guests to get drunk or sick. He wants them to have a good time . . . and remember it the next day.

20. *People are friendlier when they're drunk.* Maybe. But they're also more hostile, more dangerous, more criminal, more homicidal and more suicidal. Half of all murders are alcohol-related. And one third of all suicides.

21. *Give him black coffee. That'll sober him up.* Sure, in about five hours. Cold showers don't work either. Only time can get the alcohol out of the system, as the liver metabolizes the alcohol. Slowly. There's no way to hurry it.

22. *The best cure for a hangover is . . .* Everybody has his favorite. But they all have one thing in common: They don't work. What works? Preventive medicine. If you don't drink too much, you won't get a hangover.

23. *All that publicity about drinking and driving is . . .* True. At least half the fatal highway accidents involve drinking.

24. *Today's kids don't drink.* Sorry, but the generation gap is greatly exaggerated. The kids' favorite drug is the same as their parents' favorite: alcohol. And drinking problems are rising among the young.

25. *If the parent don't drink, the children won't drink.* Sometimes. But the highest incidence of alcoholism occurs among offspring of parents who are either teetotalers . . . or alcoholic. Perhaps the "extremism" of the parents' attitudes is an important factor.

26. *The time to teach kids about drinking is when they reach legal age.* By that time, they've long since learned what we can teach them. Like it or not, we teach our kids from birth. And they learn more from what they see us do than from what they hear us tell them.

27. *Thank god my kid isn't on drugs!* If he's hooked on drinking, he's on drugs. With nine million Americans dependent on alcohol, it's time we stopped pretending it isn't a drug.

28. *It's rude to refuse a drink.* Nonsense. What's rude is trying to push a drink on someone who doesn't want it. Or shouldn't have it.

29. *It's impolite to tell a friend he's drinking too much.* Maybe if we weren't all so "polite," we wouldn't have so many friends with drinking problems.

30. *Alcoholism is just a state of mind.* It's more than that. It's a very real illness, and there is scientific evidence that physiological dependence is involved.

31. *A few drinks can help you unwind and relax.* Maybe. But if you use alcohol like a medicine, it's time to see your doctor.

32. *The first round should be a "double" to break the ice.* Breaking the ice is a job for a good host and hostess . . . not for a bottle. You must have more to "give" your guests than just alcohol.

33. *Mixing your drinks causes hangovers.* The major cause of hangovers is drinking too much. Period.

34. *Indians can't drink.* Some can, some can't. Just like Caucasians.

35. *Jews don't drink.* Some do, some don't.

36. *People who drink too much hurt only themselves.* And their families. And their friends, and their employers, and strangers on the highways. And you.

37. *Your kids will learn what you tell them about drinking.* Ha ha. Your kids will learn what you show them about drinking. If you drink heavily; if you get drunk; the chances are your kids will follow the same example.

38. *Never trust a man who never takes a drink.* You know that's silly. Yet many of us are a little nervous around people who don't drink.

If you have any questions regarding alcoholism, visit Room 3818, pick up literature, or telephone (202) 632-1843 or (202) 632-8804. The alcohol program is staffed by recovered alcoholics. If you are overseas, contact the alcohol awareness coordinator at your post, or the health unit or the regional medical officer. Alcoholics Anonymous is known worldwide; check your telephone directory. Or, if you wish, write to the Alcohol Awareness Program at State for AA contacts in your country of assignment. ■

Answers to quiz

(See Page 61)

1. James A. Garfield.
2. Andrew Jackson.
3. Benjamin Harrison died of pneumonia one month after his inauguration.
4. Franklin Delano Roosevelt was elected four times.
5. Abraham Lincoln and Lyndon Baines Johnson were both 6' 4".
6. James Madison was 5' 4".
7. Dwight D. Eisenhower.
8. Zachary Taylor.
9. Four presidents have been assassinated: Lincoln, Garfield, McKinley and Kennedy.
10. Woodrow Wilson.
11. Grover Cleveland.
12. Chester A. Arthur.
13. Grover Cleveland. ☐

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Administrative training				
Administrative Operations	21	—	29	3 weeks
General Services Operation	14	18	—	4 weeks
Personnel Laboratory	—	25	—	3 weeks
Budget and Financial Management	14	4,25	15	6 weeks
Seminar on Terrorism	2,7,14, 21,28	4,11, 18,25	3,15 29	1 day
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Special Consular Services	Correspondence course			9 months
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Consular Employees Professional Seminar	—	—	8	2 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	7	—	22	2 weeks
International Conference Preparation Seminar	—	—	11	2 days
International Law	21	—	—	1 week
Managing Stress and Conflict	—	—	15	1 week
Tools of Analytic Reporting	—	18	—	2 weeks
Executive development				
Deputy Chiefs of Mission Seminar	7	—	—	11 days
Program Directors' Management Seminar	—	—	10	3 days
Inspectors' Training Seminar	—	4,6	—	2 days
Foreign Service Officer Orientation	—	13	29	7 weeks
Orientation				
Foreign Service Secretarial Orientation	28	—	22	5 days
Departmental Clerical Orientation	14	—	8	5 days
Departmental Officer Orientation	22	—	2	2 days
Foreign Service Orientation	21	—	2	1 week
Economic and commercial training				
Advanced Economic Review Seminar	14	—	—	5 weeks
Contemporary Economic and Quantitative Analysis	14	—	—	5 weeks
Economics, Trade and Modern Diplomacy (Domestic)	21	—	—	3 weeks
Senior Trade Expansion Seminar	—	6	—	3 days
Political Economy Training Program	—	—	2	16 weeks
Equal employment opportunity				
Executive EEO Seminar	—	—	16	1 day
Clerical training				
Foreign Service Secretarial Training	28	—	—	5 days
Management Skills for Secretaries (off-site)	7	—	—	2 days
The Art of Machine Transcription	As applicants warrant			3 hours
Beginning Stenography	—	—	9	10 weeks
Intermediate Stenography	—	—	9	10 weeks
Advanced Stenography	—	—	16	10 weeks
Beginning Typewriting and Keyboarding	—	—	16	10 weeks
Communication skills				
How to Communicate by Letter and Memo	—	—	16	8 days
Elementary English Skills	—	—	13	10 weeks
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours

—(Continued on next page)

State allotted 1 space at September seminar

The Department has been allotted one space in the Executive Leadership and Management Program offered by the Office of Personnel Management at the Federal Executive Institute, Charlottesville, Va., on September 8-26. This program is designed to serve developmental needs of those who hold significant managerial positions or have demonstrated executive potential, new Senior Executive Service members, or new incumbents of other top managerial positions in their organizations. It is open to GS-15s and above, and to FSO/R-3s and above. Bureaus are strongly urged to nominate not only those of their ablest officers who will benefit most from the program of training, but also those who can be expected to give the greatest contribution to the Government in the years ahead.

Nominations of candidates, submitted on Form DS-755 and OF-170 (obtainable from bureau training officers), should be sent to the Extension Studies Program, Room 100, Foreign Service Institute (SA-3) through the appropriate bureau training officer. The deadline for receipt of nominations is July 25. The Foreign Service Institute will pay program expenses, including reduced per diem and travel costs, for the person selected to attend the Federal Executive Institute. Information may be obtained from the Extension Studies Program, 235-8764. □

New foreign relations volume is issued

The Department has released a volume entitled "Foreign Relations of the United States, 1951, Vol. I, National Security Affairs; Foreign Economic Policy." The foreign relations series has been published continuously since 1861 as the official record of the U.S. foreign policy. The new volume is the third of seven covering 1951.

Containing 1,774 pages, it presents high-level documentation (nearly all of it newly-declassified) on general U.S. national security policy, foreign assistance, the regulation of armaments, the foreign policy aspects of atomic energy, and U.S. foreign economic policy. Papers in the volume were selected mainly from the files of the Department of State, but also include material from the Truman Library and the files of the Joint Chiefs of Staff.

The volume was prepared by the Office of the Historian, Bureau of Public Affairs. Listed as Department of State Publication 8975, it may be obtained for $22. Checks or money orders should be made out to the Superintendent of Documents and sent to the U.S. Government Book Store, Department of State, Washington, D.C. 20520. ☐

Roberts gets Ph.D.

Walter R. Roberts, executive director of the Board for International Broadcasting, has been awarded the degree of doctor of philosophy by the University of Cambridge "for significant contribution to scholarship in the field of history." Mr. Roberts retired from the Foreign Service in 1974. ☐

Solution to Diplo-crostic puzzle No. 4

(See May issue)

The Secret Life of James Thurber

"The adults around me consisted mainly of eleven maternal great-aunts, all Methodists, who were staunch believers in physic, mustard plasters, and Scripture, and it was part of their dogma that artistic tendencies should be treated in just the same way as hiccups or hysterics."

A. Twines
B. Hottentot
C. Elitist
D. Straddle
E. Erupts
F. Cheddar
G. Rhapsodic
H. Envy
I. Trench
J. Landis
K. Illuminated
L. Front Line States
M. Earthshine
N. Olympic Games
O. Fantastic Voyage
P. Jusserand
Q. Attache Cases
R. Mysticism
S. Eubulus
T. Strewn
U. Toward
V. Hatchet
W. Usurp
X. Rheumatism
Y. Boer War
Z. Esplanade
a. Rhodesia ☐

—(Continued from preceding page)

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Effective Writing In International Affairs	—	14	—	6 days
Effective Oral Communication for Managers	—	12	—	4 days
Effective Writing for Managers	—	—	8	4 weeks
Workshop for Foreign Service families				
Workshop for Foreign Service Families	14	—	15	2 weeks
Going Overseas	12	—	—	1 day
Community Action: Re-entry	—	—	27	1 day

Area studies and language training

Area studies				
Africa, Sub Sahara	—	11	8	2 weeks
Western Europe	—	11	8	2 weeks
East Asia	—	11	—	2 weeks
Eastern Europe and USSR	—	11	—	2 weeks
Latin America	—	11	8	2 weeks
Near East and North Africa	—	11	8	2 weeks
South Asia	—	11	—	2 weeks
Southeast Asia	—	11	8	2 weeks
Western European languages				
Danish	—	25	—	24 weeks
Dutch	—	25	—	24 weeks
French	28	25	22	20 weeks
German	28	—	22	20 weeks
Italian	28	—	22	20 weeks
Norwegian	—	25	—	24 weeks
Portuguese	28	—	22	20 weeks
Spanish	28	25	22	20 weeks
Swedish	—	25	—	24 weeks
Other languages				
Afrikaans	—	25	—	24 weeks
Amharic	—	25	—	24/44 weeks
Arabic (Modern Standard)	—	25	—	44 weeks
Arabic (Modern Standard) (Advanced, in Tunis)	—	11	—	12/15 months
Arabic (Eastern)	—	25	—	24 weeks
Arabic (Western)	—	25	—	24/44 weeks
Bengali	—	25	—	24/44 weeks
Bulgarian	—	25	—	24/44 weeks
Burmese	—	25	—	24/44 weeks
Chinese (Standard)	—	25	—	24/44 weeks
Czech	—	25	—	24/44 weeks
Dari (Afghan Persian)	—	25	—	24/44 weeks
Farsi (Iranian Persian)	—	25	—	24/44 weeks
Finnish	—	25	—	24/44 weeks
Greek	—	25	—	24/44 weeks
Hebrew	—	25	—	24/44 weeks
Hindi	—	25	—	24/44 weeks
Hungarian	—	25	—	24/44 weeks
Indonesian	—	25	—	32 weeks
Japanese	—	25	—	24/44 weeks
Japanese (Advanced, in Yokohama)	—	11	—	12/15 months
Korean	—	25	—	24/44 weeks
Lao	—	25	—	24/44 weeks
Pilipino	—	25	—	24/44 weeks
Polish	—	25	—	24/44 weeks
Romanian	—	25	—	24 weeks
Russian	—	25	—	24/47 weeks
Serbo-Croatian	—	25	—	24/44 weeks
Swahili	—	25	—	24 weeks
Tagalog (See Pilipino)				
Thai	—	25	—	24/44 weeks
Turkish	—	25	—	24/44 weeks
Urdu	—	25	—	24/44 weeks ■

PERSONNEL: Civil Service

PROMOTIONS

GS-15

Carmen Anthony Di Placido, Overseas Citizens Service; **Raymond L. Wolf,** Office of Communications.

GS-14

Eleanor M. Hill and **Karl W. Sanger,** Information Systems Office; **William B. Owen,** Bureau of Personnel, Office of Recruitment, Examination and Employment; **Doris E. Austin,** International Organization Affairs.

GS-13

Edward A. Betancourt, Overseas Citizens Service. **Helen June Daniels,** Information Systems Office, Systems and Design and Programming Division; **Jeffrey Thomas Lutz,** Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology; **Doris J. Rogers,** Office of Security, Washington Field Office: **Martha Janice Shafshuf,** Office of the Comptroller.

GS-12

Clara W. Alexander, Bureau of Administration, Executive Office; **Eugene C. Bowden,** Office of Operations, General Services Division; **John Wayne Bullock,** Office of the Comptroller; **Karen M. Rinta Spinner,** Passport Office.

GS-11

Gladys M. Amburn, Intelligence and Research; **Elaine V. Cook,** Foreign Buildings Office; **Ira Bruce Dixon,** Foreign Affairs Data Processing Center; **Robert W. Dry, Joyce Gunn, Elizabeth Ann Kirincich, Aundrea M. Lonon,** Overseas Citizens Service; **Mae R. Whitehead,** Foreign Affairs Information Management.

GS-9

Maureen U. Bader, U.S. Mission to Organization of American States; **Betty Mary Bobal,** Medical Services; **Evan M. Duncan,** Office of the Historian; **Marjorie J. Jackson,** Classification/Declassification Center; **Monica Ann Janzer,** Public Affairs, Office of Public Programs; **Vivian M. Landis,** Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology; **Leila P. Price,** Equal Opportunity Employment Office; **Emma L. Prue,** Foreign Affairs Information Management; **Kathleen Susan Weaver,** Intelligence and Research.

GS-8

Carolyn T. Callahan, Intelligence and Research; **Ronald E. Hampton,** Foreign Affairs Information Management; **Mary J. Reynolds,** Office of the Legal Adviser.

GS-7

Joan L. Jewell, Ann Laughrige, June R. Maiolo, Daniel E. Ritter, Passport Office, Detroit; **Ruth G. Levine** and **Alva A. Walston,** Passport Office, Philadelphia; **Donna M. Nunnelly,** Passport Office, Los Angeles; **Peggy Jane Peyou,** Passport Office, Seattle; **Carole S. Landis,** International Organization Affairs, Office of UN Political Affairs; **Carolyn M. Lockwood,** European Affairs, Office of Northern Europe; **Janet E. Lynch,** Office of Under Secretary for Security Assistance, Science and Technology; **Susan M. Scheets,** International Organization Affairs, Policy Management Staff; **Julia Veronica Wade,** Near Eastern and South Asian Affairs.

GS-6

Erna M. Anderson, Office of Operations, Supply and Transportation Branch; **Doris A. Beck** and **Linda M. Faxio,** Consular Affairs; **Stephani P. Fowler,** Office of Under Secretary for Management; **Charlene E. Hamner,** Inter-American Affairs, Panama Office; **Barbara M. Melo** and **Andrea M. Thomas,** Foreign Service Institute; **Saundra E. Miles,** Passport Office, Washington; **Susan S. Parker,** Office of the Comptroller, Finance Office; **Cecelia P. Seawright,** Intelligence and Research, Nuclear and Scientific Division; **Wilma H. Susong,** Passport Office, Miami; **Brenda Sue Terry,** Inter-American Affairs, Office of Regional Political Programs.

GS-5

Eileen V. Aquilo, Craig A. Cate, Brenda Louise Rezvan, and **Rosetta E. Robinson,** Office of the Comptroller, Finance Office; **Kathleen E. Dollins,** Economic and Business Affairs, Commodity Policy Division; **Gary Michael Dyclo,** Passport Office, Detroit; **Eleanor C. Gillett,** Passport Office, Stamford; **Epple O. Hankins,** Bureau of Personnel; **Larry T. Hart,** Communications Center; **Valerie T. Laws,** Overseas Citizens Services; **Delois D. McCain,** International Organization Affairs; **Cynthia R. Miles,** Passport Office, Washington; **Evelyn D. Pappas,** Public Affairs; **Barbara J. Shields,** Office of Security, General Investigations Branch; **Madeline L. Smith,** Foreign Service Institute; **Shirley Beck Williams,** Passport Office, Seattle.

GS-4

Jessie M. Benjamin, Lula J. Ellis and **Kathleen L. Helton,** Overseas Citizens Services; **Della Carey,** Office of Security, New York Field Office; **Stephen T. Farrell,** Pouch and Courier Operations Division; **Michael L. Johnson,** Foreign Affairs Information Management; **Shirley L. Leonard,** Office of Security; **Diana T. Matthews,** Passport Office, Washington.

Wage board promotions

Dorann Bartley, Office of the Department Executive Director, has been promoted to WG-2 Thomas E. Duncan, Diplomatic Pouch and Courier Operations, has been promoted to WG-6. ☐

GS-3

Curtis Corbett and **Sharon E. Thompson,** Office of the Comptroller, Finance Office; **Noel Lynn Edwards,** Passport Office, Detroit; **Antoinette Wood,** Passport Office, San Francisco; **Johanna M. Wright,** Office of Security, Domestic Operations Division.

NEW APPOINTMENTS

Adams, Patricia M., Bureau of Administration, Overseas Schools Division
Adler, Ada S., Office of Refugee Programs
Allen, Almeada, Passport Office
Arnold, Terry L., Administrative and Clerical Pool
Beck, Karl S., Office of Refugee Programs
Berry, Belinda Ann, Passport Office, Los Angeles
Blount, Harold L., Passport Office, Philadelphia
Boluda, Gladys, Administrative and Clerical Pool
Boyd, William T., Bureau of Personnel, Office of Employee Relations
Breland, Carlus W., Office of Comptroller
Brown, Anita A., Economic and Business Affairs
Carson, Craig R., Public Affairs
Carson, Vernelle D., Office of Legal Adviser
Clark, Sheilta A., Office of Comptroller, Finance Office
Cooper, Karen Marie, Bureau of Administration, Overseas Schools Division
Cotton, Angela Maria, Foreign Service Institute
Davis, Larry, Administrative and Clerical Pool
Eatmon, Frederica P., Administrative and Clerical Pool
Fotinakes, Dinny J., Passport Office, Los Angeles
Fulper, Karen E., Bureau of Administration, Allowances Staff

TRANSPORTATION DIVISION—At the despatch agents conference in the Department are, front row, left to right: *E. Parks Olmon*, chief, Transportation Division; *Phillip J. Puopolo*, Baltimore; *Gerald L. Writt*, Miami; *David E. L'Heureux*, director, Office of Supply, Transportation and Procurement. Second row, left to right: *Christopher G. Mayers*, traffic manager; *Warren P. Nixon*, director, European Logistical Support Office; *Robert C. Myers*, chief, Transportation Operations Branch; *Reid Collins*, New York; *Quetzal Doty*, San Francisco. ☐

Gross, Rita Lorene, Passport Office

Heitkotter, Karen Rae, Office of Under Secretary for Security Assistance, Science and Technology

Howe, Perlan M., Administrative and Clerical Pool

Jacobsen, Linda M., Foreign Service Institute

Kirby, Vanessa A., Bureau of Personnel

Lawrence, James F., Office of Refugee Programs

Leathers, Walter D., Foreign Affairs Information Management

Littlefield, Timothy R., Pouch and Courier Operations Division

McNatt, Mary D., Office of Operations, General Services Division

Moran, Robert J., Pouch and Courier Operations Division

Mundell, Nathalie Elaine, Passport Office

Muskie, Edmund S., Secretary of State

Nelums, Virginia I., Passport Office, Los Angeles

Nolan, Christian T., Economic and Business Affairs

Porter, Beverly A., Passport Office

Powell, Janise Lorraine, Office of Comptroller, Finance Office

Regan, Timothy C., Intelligence and Research, Trade Investment and Payments Division

Sahil, Evelyn R., Administrative and Clerical Pool

Scurlock, Renee M., Office for Combatting Terrorism

Shelton, Vonzella, Passport Office

Shestack, Jerome J., U.S. Mission to UN

Shippe, Kathryn M., Administrative and Clerical Pool

Shoemaker, Christine A., Administrative and Clerical Pool

Tanell, Judith E., Administrative and Clerical Pool

Tatum, Tollynne D., Pouch and Courier Operations Division

Thomas, Garnett L., Office of Communications, Programs and Engineering Division

Tomberlin, Mark D., Administrative and Clerical Pool

Trottier, Paul J., Administrative and Clerical Pool

Walker Jr., Willie A., Passport Office

Whiddon, Jason Franklin, Medical Services

REASSIGNMENTS

Bedrosian, John, Intelligence and Research to Office of Security, Threat Analysis Group

Blackman, Barbara A., Administrative and Clerical Pool to Foreign Service Career Development and Assignments

Bobby, Wayne S., Administrative and Clerical Pool to Economic and Business Affairs, Textiles Division

Clingan, Patricia A., Economic and Business Affairs, Special Trade Activities to Interagency Task Force on Law of the Sea

Cohen, George L., Office of Security to Pouch and Courier Operations Division

Dearing, Cynthia S., East Asian and Pacific Affairs to Bureau of Personnel

Fleenor, Charles E., Intelligence and Research to Communications Center

Holton, Pamela, European Affairs, Office of European Community and Atlantic Political-Economic Affairs to Foreign Affairs Information Management

Howard, Diane J., Foreign Affairs Information Management to Human Rights and Humanitarian Affairs

James, Barbara A., African Affairs to Operations Center

Jeter Jr., R. Lee, Administrative and Clerical Pool to Bureau of Personnel

Johnson, Martha J., Administrative and Clerical Pool to Office of Security, Washington Field Office

Lorfano, Paula M., Administrative and Clerical Pool to Office of the Historian

Palcic, Thomas A., Foreign Affairs Information Management to Office of Refugee Programs

Salser, Diane E., Bureau of Personnel to Intelligence and Research

High quality increases

The following Department employees have been awarded high quality increases:

PATRICIA ARBUCKLE, LINDA SWAFFORD, CHRISTINE JEREW, Economic and Business Affairs; BARRY J. AIKIN, ROBERT N. LIEBAU, Communications Center; HENRIETTA A. GIBSON, GRACE A. LOVELY, MICHAEL S. PEEK, Foreign Affairs Document and Reference Center; CAROLYN D. CLAIBORNE, WANDA L. HALL, ANN A. LATNEY, SCOTT D. MACOXOO, BETTY J.B. HAMMER, DONALD COVINGTON, CHRISTINE C. JUDKINS, KENNETH J. HARRIS, WENDELLENE D. DUPREE, BETTY J. LUCAS, Office of the Comptroller; MARY A. GRIFFIN, Bureau of Administration, Allowances Staff; BEVERLY LAPRINCE, KRISTEN HALWAZ, LILLIAN E. FRISA, WILLIAM T. DUNCAN, PAUL COSTOLANDSKI, CAROLYN CONTEE, Intelligence and Research; DIANNE E. MORRIS, VERONICA E. SCOTT, Foreign Service Career Development and Assignments; GWENDOLYN E. MOORE, CAROLYN A. LEWIS, RHODA M. ATKINS, LAURA C. ASHWORTH, DOROTHY B. AKINS, VIRGINIA C. CHESLEY, ROSE P. KALIVRETENOS, MARY ALICE SAMPSON, CAROLYN R. SCOTT, LORETTA WOODLAND, GERALDINE COLEMAN, Consular Affairs; DEBORAH E. GRAZE, ANTOINETTE P. DIEMER, European Affairs; ELIZABETH KONIUSZKOW, BETTY S. PERKINS, JAMES FEENEY, Office of Operations, Language Services Division; ANNA J. HAWKINS, Congressional Relations; ELVA MORGAN, Office of the Secretary; DELORES A. HICKS, African Affairs, Southern African Division; ALEX McLENDON JR., MARGARET GRAFELD, Foreign Affairs Information Management Division; LORI MILLER, JUANITA S. HOLSENDOFF, Pouch and Courier Operations Division; AUDREY C. DAVIS, Classification/Declassification Center; MARSHA J. TILLMAN and SAADIA E. SARKIS, Politico-Military Affairs, Office of Disarmament and Arms Control; CASMIR GARCZYNSKI, CAROL Y. STEWART, PAUL B. LUSKEY, DONALD E. HIBBARD, JACKQUELINE H. COOPER, WILLIAM R. WHITWORTH, VENNY Z. WASHINGTON, Bureau of Personnel; FAYETTE FOGG, European Affairs; GERALDINE H. PETERSON, NANCY E. CHIPPENDALE, Office of Medical Services; PAMELA BURTON, Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation; JESSIE I. ORR, KATHLEEN M. FITZPATRICK, MICHAEL A. SPRUNG, KATHLEEN STEMPLINSKI, MARTHA L. RIPLEY, International Organization Affairs. □

RESIGNATIONS

Abraham, Susan E., Passport Office, Los Angeles
Adams, Lisa Jane, Passport Office, Miami
Armstrong, Regina D., Budget and Finance, Office of Finance
Bartnik, Casimir J., Office of Legal Adviser
Bush, Clyde W., Office of Operations, Supply and Transportation Division
Cassell, Marie Antoinette, Bureau of Personnel, Control and Coding Branch
Dikeos, Gary S., Pouch and Courier Operations Division
Edwards, Sherryl L., Office of Security, Foreign Operations
Hayes, Robert, Office of Communications, Technical Branch
Higgins, Flora Jean, Policy Planning Staff
Holmes, Camille R., Human Rights and Humanitarian Affairs
Krussel, V. Jean, International Organization Affairs, Science and Technology Office
Maynes, C. William, International Organization Affairs
McLain, Carl E., Office of Communications, Programs and Engineering Division
McQuinn, Ira C., Pouch and Courier Operations Division
Minter, Elizabeth, Office of Communications, Communications Center
Murphy, Jerry D., Pouch and Courier Operations Division
Patrick, Deborah Lynn, Passport Office, Detroit
Pierce Jr., Harvey W., Administrative and Clerical Pool
Rodgers, Janet W., U.S. Mission to UN
Stewart, Thelma Delores, Bureau of Personnel, Retirement Division
Vance, Cyrus Roberts, Secretary of State
Wood Jr., James C., Office of Assistant Legal Adviser for Management

BUREAU OF PERSONNEL—In festive mood, three officers accept "special achievement" awards. From left: *Hal Fuller*, director, Office of Management; *Dorothy Sampas*, chief, Foreign Service classification; *Andrew L. Steigman*, director, Office of Foreign Service Career Development and Assignments. Bureau members partied recently at the Ft. Myer Officers Club. *(Photo by Barney Lester)* □

RETIREMENTS

Hoffler, Elizabeth H., Office of Operations, Evacuation and Relocation Staff
Lindberg, Eugene J., Office of Communications, Technical Branch □

Brooks, despatch agent in Baltimore, retires

Norman S. Brooks, U.S. despatch agent in Baltimore, has retired after 39 years of service to the U.S. Government.

Mr. Brooks

An Army veteran of World War I, he joined the Department of State in 1946 as a member of the U.S. Despatch Agency in New York. He entered as a clerk-typist. He later became an export assistant, a freight traffic officer and a supervisory freight traffic officer.

In February 1959 Mr. Brooks was promoted to despatch agent and given the task of opening the agency in Baltimore.

Mr. Brooks retired as a member of the U.S. Civil Service. □

Text on training proposals

Proposed regulations have been issued on the use of non-Government training. The complete text of the proposals is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

OUR PEOPLE IN THE SOUTH PACIFIC

The post at Suva, Fiji, upgraded to an embassy in 1978, has since become regional in nature, with Ambassador John P. Condon accredited, in addition to Fiji, to Tonga and Tuvalu. The embassy's consular district also includes the New Hebrides, French Polynesia, Kiribati and New Caledonia, making it the largest (four million square miles) in the Foreign Service. ☐

During presentation of his credentials to one of the world's newest countries, Tuvalu, Ambassador *John P. Condon* visited several of the outer islands of the country by boat recently. On his arrival at each island, Tuvaluans manned their native canoes and paddled out to greet the ambassador. ☐

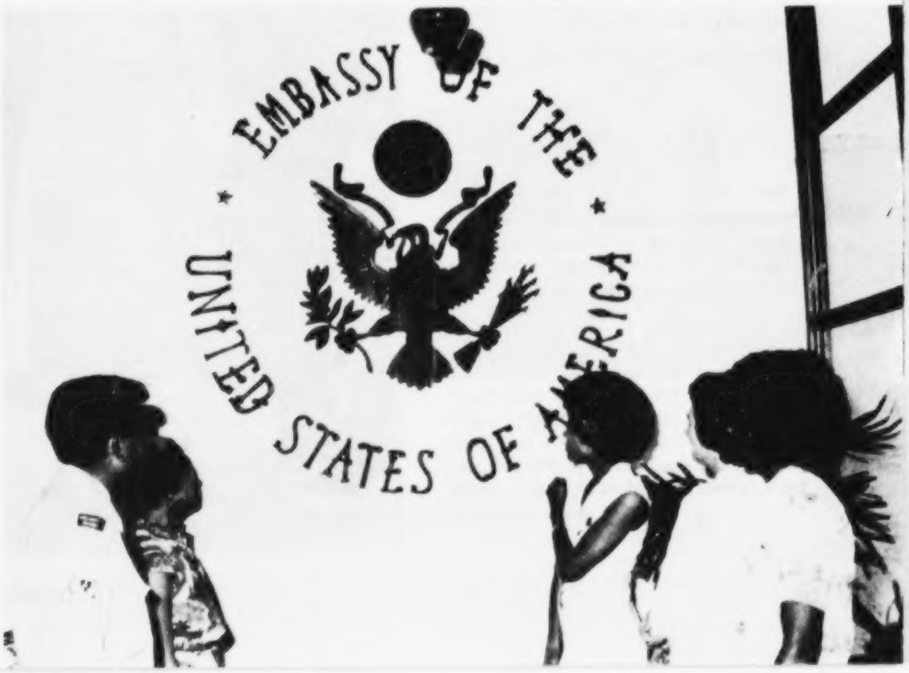
The new embassy building in Suva. Offices are paneled inside with native woods. ☐

***Don Crider*, public affairs officer, second from left, back row, hosts the Pacific Press Institute meeting on the scenic resort island of Toberau, near Suva.** ☐

Much of Suva's recreation is related to the sea. At Pacific Harbor, left to right: *Linda Stillman*, deputy chief of mission, and her daughter, *Jessica; Ellen Cronin* (ambassador's secretary); *Gloria Malinowski* (Regional Development Office) and her son, Vann. □

Joan Samuels and *Michael Talauta* are two of four consular employees. □

A merging of cultures is represented in the Great Seal of the United States, in the lobby of the embassy. Each of the letters in the Seal is fashioned in the shape of one or more of Fiji's historic war clubs. The Seal was carved by Joeli Koto and Matai Niko. □



One of the joys of Fiji is the abundance of brilliantly-colored tropical flowers, used lavishly to decorate homes and offices. Assembling an arrangement in the embassy lobby are, left to right: *Akosita Cama* (administration), *Gloria Malinowski* (executive assistant, Regional Development Office), *Mary Prasad* (Development Office), *Daisy Hood* (secretary), *Rowanne Caldwell* (ICA) and *Caroline Chang* (administration). Behind them is one of only three existing enlargements of the Wilkes map of Fiji, produced in 1840 by Charles Wilkes, the American who led the first scientific expedition to chart Fiji waters. □

***Ambassador* and *Mrs. Condon* are introduced to His Majesty King *Taufa'ahau Tupou IV*, king of Tonga, during presentation of the ambassador's credentials at the royal palace in Nuku'alofa.** □

Robert V. Craig Sr., AID's South Pacific regional development officer, inspects cyclone damage on Onu, one of Fiji's outer islands. The two white-topped tents behind Mr. Craig are part of the 300 provided by AID for assistance to the victims. ☐

Florence Fenton, cultural affairs specialist, serves punch to a group of children. ☐

Fiji government buildings in Suva housing the prime minister, Parliament and several ministries can be seen through the windows of the ambassador's office. The clock tower keeps staff members well aware of work hours, although the clock (but never the staff) sometimes keeps "Fiji time." Left to right are public affairs officer *R. Don Crider*, administrative officer *Chris Runckel*, consular officer *James Webb Jr.*, and deputy chief of mission *Linda Stillman*. ☐

Ambassador and *Mrs. Condon*, center, join Prime Minister *Toalipi Lauti*, second from right, in traditional welcoming ceremony in the mat-covered Manieba (community center), in the capital of Tuvalu, Funafuti, during presentation of ambassador's credentials there. ☐

Communications officer *Glenn Jones* delivers fresh batch of cables to *Ellen Cronin*, ambassador's secretary. She keeps handy a Fijian war club, as well as a piece of coral. ■

PERSONNEL: Foreign Service

NEW APPOINTMENTS

Avalos, Henry, Office of Inspector General
Baker, Linda, Kinshasa
Becker, Gloria C., Junior Officer Corps
Benedict, Robert, Office of Inspector General
Bennett, Lansing H., Jakarta
Bigelow, Stanton R., Adana
Bossard, Patricia R., Lusaka
Broe, Marjorie L., Quito
Brown, Elizabeth Ann, Classification/Declassification Center
Brush, Peter N., Vienna
Burgess, Ross W., Manila
Cain, Lou Linn, San Jose
Campbell, Ivan Mathew, Classification/Declassification Center
Campbell, Sandra J., Junior Officer Corps
Cervantes, Charles, Office of Ambassador-at-Large, Mexican Affairs
Chung, Foon C., Office of Security, Washington Field Office
Cintron, Jorge, Junior Officer Corps
Clark II, Dow Jay, Ottawa
Cole, James Francis, Junior Officer Corps
Conrad, Robert A., Office of Security, Washington Field Office
Cook, Alice R., Junior Officer Corps
Cooney, Margaret M., African Affairs
Cruce, Samuel D., Office of Security, Washington Field Office
Daniels, Marion Gordon, Inter-Governmental Assignment
Davidson, Alma Kay, Havana
Dickelson, Michael J., Office of Security, Washington Field Office
Dowell Jr., Robert L., Classification/Declassification Center
Drechnowicz, Carolyn Marie, Panama
Egger, Philip H., Junior Officer Corps
Emerton, Mary L., Mexico
Eneboe, David M., Cairo
English, Christopher P., Junior Officer Corps
Esch, Paul E., London
Eschback, Catherine A., Canberra
Ferrante, Christopher, Office of Security, Washington Field Office
Flynn, Sally Lander, Rio de Janeiro
Foarde III, John J., Junior Officer Corps
Fogertey, Roberta A., Office of Security, Washington Field Office
Furman, Bradley, Port-au-Prince
Gaffney, Paul P., Office of Security, Washington Field Office
Geisler, Maureen D., Buenos Aires

REFUGEE AFFAIRS—*Frank E. Loy*, deputy U.S. coordinator for refugee affairs, left, presents State's Tribute of Appreciation to *James Maes*, a Department of Labor employee, who recently returned from emergency relief duty on the Thai-Kampuchean border. Mr. Maes was cited for "improving the human condition of the long-suffering Khmer people." □

Gelinas, Paul Robert, Mexico
Goldberg, Carmen G., Santo Domingo
Gorsky, Jeffrey H., Junior Officer Corps
Grover, Janet Hrolyn M., Santiago
Gwynn, Margaret A., Lisbon
Harben, William Nathaniel, Classification/Declassification Center
Harris, Donald S., Classification/Declassification Center
Hartung, Richard Lance, Junior Officer Corps
Hessler, Jr., Herman J., Lima
Healy, Timothy Ryan, Office of Inspector General
Heher, James R., Rio de Janeiro
Hollingsworth Jr., Hugh B., Office of Inspector General
Hunter, Robert G., Monrovia
Hush, James A., Office of Security, Washington Field Office
Irving, Norma M., Port-au-Prince
Izenberg, Ivan, Classification/Declassification Center
Jackson, Cherie Jean, Junior Officer Corps
Jaffe, Irene B., Classification/Declassification Center
Jonsson, Patricia W., Caracas
Keller, Minerva T., Geneva
Kemp, Henry W., Classification/Declassification Center
Kennon, Mark R., Junior Officer Corps
Keppler Jr., William Edmund, Office of Inspector General
Kinn, Charles N., Office of Inspector General
Kircher, Robert J., Office of Security, Washington Field Office
Leibengood, Paul C., Office of Security, Washington Field Office
Lennon, Edward A., Office of Security, Washington Field Office
Liptak, Lawrence H., Office of Security, Washington Field Office
Manges, John L., Helsinki
Masters, Curwood E., New Delhi
Mattinqly, Eleanor K., Managua
McGovern, Donna M., Muscat
McKennan, John B., Office of Security, Washington Field Office
Miller, Darlis L., Monrovia
Morris, Virginia, Junior Officer Corps
Nava, Julian, Mexico
Nugent, Nelson B., Junior Officer Corps
Owens, Barbro Appelqvist, Bureau of Personnel
Piascik, Lisa A., Junior Officer Corps
Quinlan, Clifford J., Bureau of Personnel, Board of Examiners, Foreign Service
Razi, Gerassimos Michael, Classification/Declassification Center
Reeves, Larry W., Lagos
Reynolds, Don F., Athens
Rhoades, Peter W., La Paz
Robinson, Ronald S., Junior Officer Corps
Russell, John Thomas, San'a
Russell, Patricia E., Maputo

OFFICE OF THE LEGAL ADVISER—*Arthur W. Rovine*, treaty affairs, presents the John Jacob Rogers Award to *Alice DeKany*, chief of the Analysis and Documentation Branch. She retired after 27 years of service. ☐

Schindler, Sol, Classification/Declassification Center
Schmidt, Richard L., Madrid
Sensenig, Allegra, Office of Security, Washington Field Office
Shaw Jr., Albert, Junior Officer Corps
Shepherd, Edgar H., Manila
Shuff, Michael F., Tel Aviv
Silves, Larry A., Rio de Janeiro
Slike, George C., Office of Security, Washington Field Office
Smith, Conrad A., Buenos Aires
Smith, Joan M., Bangkok
Spillotes, Nicholas James, Junior Officer Corps
Sprow, Barbara B., La Paz
Steers, Howard J., Junior Officer Corps
Stoffer, Howard, Junior Officer Corps
Strand, Marlow L., Rangoon
Taylor, Virginia Lue, Family Liaison Office
Thomas, Louis C., Office of Security
Tousignant, Alan R., Junior Officer Corps
Twelt, Gregory A., Kathmandu
Van Voorst, Carol Lee, Junior Officer Corps

Watson, Dorothy, Junior Officer Corps
Whittlesey, David G., Junior Officer Corps
Wishmyer, Carolyn C., Montevideo
Yamamoto, Donald Y., Junior Officer Corps

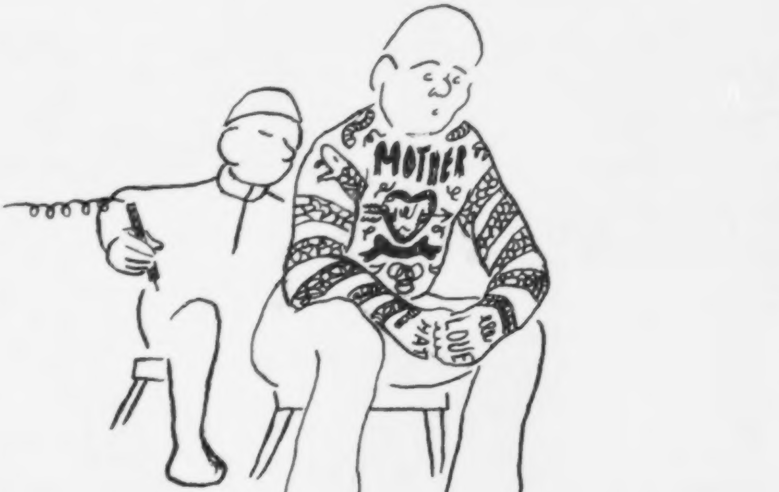
TRANSFERS

Adams, Frank R., Department of Commerce to Bureau of Personnel
Angerer, Larry R., Turkey to Muscat
Arnold, Lowell E., European Affairs to Lisbon
Athens, Mary W., London to Dublin
Baker, Shelley May, Inter-American Affairs to Brasilia
Barron, David C., Khartoum to Manila
Bowman, Vickie M., Muscat to Near Eastern and South Asian Affairs
Brown, Wilma D., Haiti to Panama
Broyles, Richard G., East Asian and Pacific Affairs to Shanghai
Burnett, David Raymon, Guadalajara to Intelligence and Research
Buzzard, Donna E., Caracas to Inter-American Affairs
Cheek, James Richard, Montevideo to Inter-American Affairs
Clark, Lois A., Banjul to Alexandria
Connelly, Edward F., East Asian and Pacific Affairs to Hong Kong
Cooper, Kenneth M., Abidjan to African Affairs
De Tarr, Francis, Brussels to Paris
Debell, Georgia J., Tunisia to Doha
Debold Jr., Leroy E., East Asian and Pacific Affairs to Santiago
Dewire, Evan Leigh, Office of Security to Beirut
Dornan, Thomas J., Islamabad to Manila
Eckes, Marie E., Islamabad to Jakarta
Engle, Lowell L., Liberia to African Affairs
Ewing, Daryl L., Ankara to European Affairs
Farmer, Michael J., Inter-American Affairs to Tegucigalpa
Fishman, Rosalind, Beijing to Shanghai
Flaherty, Michael Bart, Tijuana to Santiago
Forbord, Thomas Austin, Office of Under Secretary for Economic Affairs to Kingston
Forrester, Martin C., Special Domestic Assignment Division to Paris
Frankenberg, Lorraine A., African Affairs to Pretoria
Goodby, James E., European Affairs to Helsinki
Grizzard, Emily A., Mexico to San Salvador
Guerra-Mondragon, Gabriel, Secretariat Staff to Mexico
Hamaishi, Amy Yukiko, Vancouver to Lima
Haught, Donald D., Cyprus to Detail, Panama Canal Company
Hawley, Stephen G., Quito to Hong Kong
Heidel, Lewis J., Abidjan to Office of Communications, Programs and Engineering Division
Helms, Richard H., Kuwait to Dhahran
Himes, Rex L., Foreign Service Institute to Istanbul
Holbert, Thomas C., Jamaica to Djibouti
Hollis, Allan L., Caracas to Inter-American Affairs
Holmes, Jr., James L., Jerusalem to Bureau of Administration
Hunter, Charles C., Zaire to Paris
Jones, Charles A., Sierra Leone to Bujumbura
Kessinger Jr., James Joseph, Sao Paulo to Brussels
Kimball, Robert H., Karachi to Rome
Kolker, Jimmy J., African Affairs to Pretoria
Krieger, Nanette A., Buenos Aires to Tokyo
Kuprevicz, Olga, Nairobi to Foreign Service Career Development and Assignment Division

SURABAYA, Indonesia—At awards ceremony for employees. From left: *Cholik Saeli, Marcelino Bernardo, Liliani Wibisono,* **principal officer** *Philip C. Gill, Muslimin Soekaryono, Soetardjo Abdul Wachid.* □

INTERNATIONAL ORGANIZATION AFFAIRS — Bureau executive director *Richard V. Hennes*, left, presents former Assistant Secretary *C. William Maynes* with the State Department Seal at farewell ceremony. Mr. Maynes has resigned to become editor of Foreign Policy magazine. At left are *Peter Bridges* and *Wesley Kriebel*. □

Lasbury, Patricia Ann, Lima to San Salvador
Lim, James S.C., Kinshasa to Yaounde
Little, Sharon E., Inter-American Affairs to Managua
Long, Patrick B., Singapore to Medan
Lunstead, Jeffrey John, Lahore to Intelligence and Research
Manrique, Carmen Varela, Manila to Consular Affairs
Marik, Warren J., Kabul to Near Eastern and South Asian Affairs
Matchey, Barbara A., African Affairs to Banjul
Meyer, Judith E., Foreign Service Institute to Krakow
Moorefield, Kenneth D., European Affairs to Bern
Morin, Erick G., Office of Communications, Programs and Engineering Division to Accra
Nelson, Robert K., Hermosillo to Intelligence and Research
O'Brien, Linda K., Bucharest to European Affairs
O'Keefe, George E., Tehran to Near Eastern and South Asian Affairs
Obiden, Carl F., Rome to Guangzhou
Oechslin, Gayle L., USSR to European Affairs
Oper, Sharon E., Madrid to Islamabad
Parker, Maurice S., Barranquilla to Medellin
Parkill, Stanley F., Cotonou to African Affairs
Payne, Suzanne P., Mexico to East Asian and Pacific Affairs
Plasse, Roger E., Islamabad to Near Eastern and South Asian Affairs
Presleski, Mary E., Tripoli to San'a
Rhian, Barbara F., Monrovia to Bureau of Personnel
Ridgway, Rozanne L., Helsinki to Office of the Counselor
Robertson, William V., Jidda to Near Eastern and South Asian Affairs
Sheehy, William S., Montevideo to Inter-American Affairs
Shivers, Kenneth, Canada to Sydney



"You got no room left back here for 'AMERICAN EMBASSY OUAGADOUGOU UPPER VOLTA.' How about just 'OUAGA,' and a little flower or sumpin'?" □

KATHMANDU, Nepal—At the opening of the combined embassy/Peace Corps medical unit are, standing, from left: *Gopal D. Rajbhandari*, Dr. *Chad Meyer*, *Pranaya K. Sinha*, *Madan R. Tamrakar*, Ambassador *L. Douglas Heck*, Dr. *Theresa H. Van Der Vlugt*, *Lynn K. Knauff* (sitting), *Ashton S. Douglass* (partially blocked), nurse *Susan Brechin*, *Kelly Miller*, *Diana M. Lawry*, *Mitra N. Vaidya*, *Victoria Mattes*, nurse *Marjorie T. Harwood*, *Chris Press* and *Herbert D. Deremer*. ☐

Sikes, Joseph T., Foreign Service Institute to Istanbul
Stout, Carles E., Berlin to Pouch and Courier Operations Division
Strachan, Michael R., Curacao to Inter-American Affairs
Teague, Ruth R., USSR to Beijing
Topping, Peggy Hall, Winnipeg to Bureau of Personnel
Torre, Edward A., Sinai Support Mission to Praia
Tracy, Edward M., Liberia to Lubumbashi
Truell, Vondella Odessa, Port-o-Spain to Mexico
Turner III, Hugh J., Beirut to Amman
Volman, Dennis Adrian, Lebanon to Managua
Voorhies, Frank M., East Asian and Pacific Affairs to Manila
Walck, John A., Pouch and Courier Operations to Bangkok
Walters, Anthony J., Foreign Service Institute to San Salvador
Wanner, Marilyn M., Germany to European Affairs
White, Robert J., La Paz to Inter-American Affairs
Williamson III, Leon F., African Affairs to Pretoria
Wilmeth, Doris E., London to European Affairs
Wofford, Daniel J., Kabul to Near Eastern and South Asian Affairs
Wurlitzer, Frances F., Santo Domingo to Stuttgart
Yeager, Kenneth R., Foreign Service Institute to Niamey
Zimerowski, Henry C., Poland to Paris

RESIGNATIONS

Allison, Marion C., Bureau of Personnel
Becker, Peggy C., Brasilia
Carrel, Mary Joanne, Hamilton
Chiancone, Joseph J., Monterrey
Coolidge, William B., Classification/Declassification Center
Cornell, Ruth A., Managua
Diaz, Julie T., Quito
Drechnowicz, Carolyn Marie, Panama
Dube, Oscar L., Paris
Glover, Jane W., Dhahran
Glynn, Ellis V., Bogota
Hallman, Eileen D., Buenos Aires
Harris, Thomas, Office of Inspector General
Hutson, Thomas R., Moscow
Krausse Jr., Henry G., Inter-American Affairs
Nava, Julian, Mexico
Pinch, Anita P., Brasilia
Runge, Carolyn Ann, Rio de Janeiro
Schaal, Donna L., Santiago
Soucy, Marie White, Caracas
Stupak, Roberta Ellen, Hamilton
Sze, Daniel S., Foreign Buildings Office, Building Design and Construction Division
Walters, Susan J., Inter-American Affairs, Panama Division
Young, Elizabeth Anne, Mexico

RETIREMENTS

Agafonoff, Mary T., Tokyo
Bergus, Donald C., Khartoum
Calderhead, Norma J., Inter-American Affairs, U.S. Mission to Organization of American States
Clawson, Jack S., Yaounde
Crandall, David Liodric, Brasilia
Cromwell III, W. Kennedy, Bureau of Personnel
Daniels, Marion Gordon, Inter-Governmental Assignment
Dunn, L. Milner, The Hague
Fisher, Sarah G., London
Gibby, Morris O., Office of Security, Miami Field Office
Hammons, Theodore, Frankfurt
Kemp, Henry W., Office of Security
Mehlert, Calvin E., Bureau of Personnel
Pavoni Jr., John J., East Asian and Pacific Affairs
Teir, Grace J., Bonn

FOREIGN SERVICE NOMINATIONS

The Senate confirmed the following nominations on May 22:

Appointment as an FSIO-2, consular officer, and secretary
Robert James Korengold

Appointment as FSO-3, consular officers, and secretaries
* Frances D. Cook
John K. Ivie
Raymond Gordon Robinson

Appointment as FSIO-4, consular officers, and secretaries
James Michael Haley
Jonathan Palmer Owen
Paul Richard Smith

Promotion from FSO-6 to FSO-5
Bernard Alter
Vincent M. Battle
Anita Shashy Booth
William J. Brencick
Martin G. Brennan
Harold Tony Angelea Burgess
James J. Carragher
J. Michael Cleverley
Robert B. Courtney
Thomas E. Crocker Jr.
Nancy M. DeGumbia
Lynwood M. Dent Jr.
William J. Duffy
Alan W. Eastham Jr.
Stephen E. Eisenbruan
Andrea Morel Farsakh
John J. Feeney
Donald E. Grabenstetter
Marc I. Grossman
Anne M. Hackett
Susan Angela Haggerty
Roger L. Hart
Kevin F. Herbert
Imogene Gibson Karawa
Gregory B. Kenny
Michael Klosson
Ann Kelly Korky
Eric A. Kunsman
Julien LeBourgeois
William F. Loskot
Gerald Richard Lueders
Stuart Richard Lynn
Michael E. Malinowski
Reginald James McHugh
James M. McGlinchey
Edward McKeon
Michael E. McNaull
John Medeiros
George Innes Middleton
Jerry K. Mitchell
Michael C. Mozur
Andrea J. Nelson
Robert J. Nemeth
Steven Rolf Ordal
Jack P. Orlando
Robert G. Paiva
Mildred Anne Patterson
Nancy Leslie Pelletreau
Mary Ann Peters
William E. Primosch
Douglas K. Rasmussen
Edna M. Read
Joseph P. Richardson
Nicholas H. Riegg
Josiah Blumenthal Rosenblatt
Vladimir Peter Sambaiew
Stephen A. Schlaikjer
Charles R. Schwarck
K. Dunlop Scott
John Michael Shelton
Raymond R. Snider
Donald E. Stader Jr.
Donald K. Steinberg
Barbara J. Tobias
Annette L. Veler
Alexander Russell Vershbow
Marc M. Wall
Richard H. Wallen
Carman C. Williams
Thomas Kenneth Wukitsch

Appointment as FSO-5, consular officers, and secretaries
Michael Joseph Hinton
Larry G. Millspaugh

Promotion from FSIO-7 to FSIO-6
Wendy C. Forward
Mary Jo Furgal
Stephen James La Rocque
Richard C. Lundberg
Howard Stephen Shapiro

Appointment as a FSO-6, consular officer, and secretary
Rosil A. Nesberg

Appointment as FSIO-6, consular officer, and secretary
** Anne Holmberg

Appointment as FSIO-7, consular officers, and secretaries
William B. Bell
Andrew F. Key
Robert L. Koenig
Bruce McGowan
William F. Melvin
Antonia Maureen Moras
Michael H. Morgan

CARACAS—Ambassador *William H. Luers* prepares to cut ribbon at inauguration of the embassy's new health unit. At right is embassy nurse *Phyllis Goodner*. ☐

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* Converting from Foreign Service Information officer.

** Converting from Foreign Service Reserve career candidate officer.

Jeffrey C. Murray
Margaret C. Pearson
Edward H. Platte
Margarete Schmidt
Richard J. Schmierer
Janet Elaine Wilgus

Appointment as FSIO-6, consular officers, and secretaries
Arthur N. Buck
Eliot Jay Cohen
Mary Deane Conners
Patricia McMahon-Game
Anne H. O'Leary

FSRs to be consular officers
George B. Fitch
David A. Lambert
Randall G. Upton
Phillip H. Wold

FSRs to be consular officers and secretaries
Clyde P. Berryman
William L. Brooks
Frederick A. Brugger
Robert B. Crawford
Michael I. Dane
R. Bruce Ebersole
Phillip C. Essman
Michael J. Farmer
Melvin L. Gamble
Maureen D. Geisler
Douglas R. Hokenson
John Anthony JorDan
Thomas F. Kady
John F. Keefe Jr.
John L. Kelly Jr.
Kenneth D. Moorefield
Robert A. Phillips
Hugh E. Price
Roger P. Sherman
Eloise K. Shouse
Robert D. Steele
Lanier B. Yarbrough Jr.

FSRs who are candidates for appointment as Junior FSOs, to be consular officers and secretaries
William M. Bartlett
Roy Elias Chavera Jr.
Rhonda LaVerne Crawford
Ronald Ashley Dwight
Janice Lee Jacobs Fichte
Gretchen Anne Gerwe
Edward Herman Goff
Martha E. Goff
Charles Daniel Herrington
David Milton Hess
Pamela Ann Hughes Hurst
Robert Lawrence Lane
Robert Paul Ludan
Glenda Gaye Maris
Jackson C. McDonald
Jane Leahy Miller
Josephine P. Patterson
Horace W. Pitkin
Patti Post
Roy C. Rajan
Richard Joseph Rodriguez
G. Manfred Schweitzer
Thomas A. Steele
William Ross Tagliani
Francisca Thomas
Stephen J. Tomchik
Vicente Valle Jr.
Moosa Abraham Valli

FSRs to be secretaries
John M Hall
David N. Merrill

FSSOs to be consular officers
Georgia H. Alexander
Joan K. Campbell

Meritorious service

The following Department employees have been awarded meritorious service increases:

A. VIRGINIA WEPPNER, Office of Assistant Legal Adviser for Nuclear Affairs; ALICE DEKANY, Office of Assistant Legal Adviser for Treaty Affairs; BRUCE W. GERMAN, LEO R. PENN, EDWARD BENSON, HENRY CAMPBELL-ICKES, STEPHEN J. SHOGI, EDWARD J. PERRY, LOIS ANN GRIMES, Office of Communications, Programs and Engineering Division; SUZANNE PARKER, Economic and Business Affairs; LOUIS A. GIAMPORCANO, LUCINDA D. CONGER, Foreign Affairs Document and Reference Center; MARY FAYE TRETOLA, Bureau of Personnel, Inter-American Affairs; MADELINE E. EHRMAN, Foreign Service Institute; PEARL L. LIPTAK, MARY LANE MEINECKE, SOFIA R. MULLIN, Office of Medical Services; R.M. BURKHARDT, PHILIP C. BLANCHARD, Communications Center; MARY STUCKEY, East Asian and South Pacific Affairs, Philippines Division; LUTHER T. TAYLOR, Office of Communications; WILLIAM K. DEFOSSETT, Office of Security; ALAN W. EASTHAM JR., Public Affairs, Office of Public Programs; ROBERT R. ESSINGTON SR., Passport Office; STEVEN JAMES COFFEY, Intelligence and Research, Eastern European Division; JANICE YEADON, DORA T. PORPOTAGE, JO ANN NEW, DONNA C. McCLELLAN, LOUISE JONES, ROSE MARIE B. HART, BETTY GROVES, SUSAN J. BELL, MARIA A. RODGERS, MARY VOULTSOS, Foreign Service Career Development and Assignments; MARILYN R. MATTHE, Vienna; KENNETH L. WILMER, Office of Operations, General Services Division; MARJORIE L. HOEFLER, Bureau of Personnel, Management Office; BRUCE E. T. HOWE, Bureau of Administration. □

Louise M. Jones
Elizabeth A. Montagne
Lorraine M. Moreau
Donna M. Wright

Appointment as FSO-5 consular officer, and secretary, effective November 30, 1979
Fernando Sanchez□

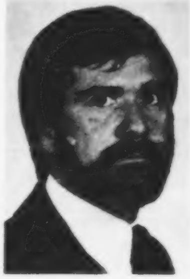
Promotions: Class 6 Selection Board

Under Secretary Ben H. Read has approved the promotion of three Foreign Service Reserve officers to Class 5, and one Foreign Service Staff employee to Class 3. These promotions result from the findings of the second session of the Class 6 Selection Board.

FSR-6 to FSR-5
Buechel, Janet G.
Logsdon, Wayne K.
McCall, Louis A.
FSS-4 to FSS-3
Dittmer, Lyle A. □

Lemmon: international affairs fellow

Michael Craig Lemmon, currently assigned as a politico-military affairs officer responsible for theater nuclear force issues and Soviet affairs, has been selected as an international affairs fellow for 1980–81 by the Council on Foreign Relations.


Mr. Lemmon

Mr. Lemmon entered the Foreign Service in September 1974 and has served in Moscow as a political officer and aide to the ambassador, as a watch officer in the Operations Center, and as special assistant to the assistant secretary for congressional relations. He is a recipient of the Department's Superior Honor Award for his work in support of NATO's December 1979 decision on theater nuclear force modernization and arms control.

Mr. Lemmon will author a study on the interaction of U.S. and Soviet European security policies. He will work at council headquarters in New York. ■

BUREAU NOTES

Secretary's Office

SECRETARY MUSKIE visited Brussels, May 13-15, for meetings with representatives of the North Atlantic Treaty Organization. From Brussels, he traveled to Vienna, to lead the U.S. delegation to the 25th anniversary celebration of the Austrian State Treaty. Accompanying him were GEORGE VEST, assistant secretary for European affairs; HODDING CARTER, assistant secretary for public affairs and Department Spokesman; REGINALD BARTHOLOMEW, director, Bureau of Politico-Military Affairs; MARSHALL SHULMAN, special adviser to the Secretary; BERL BERNHARD, consultant to the Secretary; SAMUEL BERGER, deputy director, Policy Planning Staff; LEON BILLINGS, executive assistant to the Secretary; L. PAUL BREMER, deputy executive secretary of the Department; ARNOLD RAPHEL, special assistant to the Secretary; CAROLE PARMELEE, personal assistant to the Secretary; ELIZABETH ANTAL, medical officer; LARRY PIPER, trip administrative officer; MARIE HUHTALA, staff officer, Secretariat Staff; and JO ANNE GUGINO, secretary, Secretariat Staff.

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, attended the National Conference of Black Mayors in Washington, April 17. He was the keynote speaker, April 19, in Seattle at a luncheon hosted by the Northwest Conference of Black Public Officials. He attended Capitol Hill dinners hosted by the Sioux City Chamber of Commerce, April 23, and the Sacramento Metropolitan Chamber of Commerce, May 5. He was a member of the Presidential delegation which attended the funeral of former Puerto Rico Governor LUIS MUNOZ MARIN, May 2, in San Juan. Deputy coordinator DAVID SHINN addressed a conference in Washington, April 18, of the American Council of Young Political Leaders.

Ambassador ANTHONY QUAINTON, director of the Office for Combatting Terrorism, traveled to Miami, April 15, to address the Edison Electric Institute security workshop. On April 19, he spoke to the model UN Conference in Palo Alto. From April 28-29, he headed a U.S. delegation to Ottawa for bilateral consultations with Canadian officials on topics of mutual interest in the anti-terrorism field. On May 5, he addressed retired Foreign Service employees attending the 15th Annual Foreign Service Day in the Department. Ambassador Quainton traveled to Roanoke, May 6, to address the National Conference of Christians and Jews. FRANK PEREZ, deputy director of the Office for Combatting Terrorism, traveled to Bogota, February 28-March 24, and March 31-April 18, to assist the American embassy in the incident in which Ambassador DIEGO ASENCIO was taken hostage. VICTORIA DOUGLAS, of the Office for Combatting Terrorism, spoke to the Women's Economic Club in Detroit, March 17. RENEE SCURLOCK, formerly with International Communication Agency, has

NAIROBI—Participants at the African communications program officers conference, seated, left to right: *David Collins*, Accra; *James Prosser*, Nairobi; *Joseph Hazewski* and *Jack Bryant*, Department; *Stuart Branch*, deputy assistant secretary for communications; Ambassador *Wilbert LeMelle*, *John Blane* and *Thomas Paolozzi*, Nairobi; *Kenneth French*, Accra; *Austin McHale*, Paris; *Joseph Maziara* and *Jean Gildea*, Nairobi. Standing, from left: *John Clover*, Nouakchott; *Charles Oxendine*, Mbabane; *Allen Harr*, Pretoria; *Rosalie Roody*, Nairobi; *Dennis Thatcher*, Victoria; *Bradford Ham*, Khartoum; *Mary Peterson*, Dar es Salaam; *Sandra Williams*, Port Louis; *Gary Mancinelli*, Banjul; *Robert Burkhardt*, Libreville; *Brian Powers*, Pretoria; *Victor Maffei*, Abidjan; *Roger Cohen*, Antananarivo; *Roy McLaughlin*, Lagos; *Frank Meyers*, Lome; *Beverly Williams*, Kinshasa; *David Johnston*, Freetown; *Daniel Lockwood*, Maputo; *Richard Kwiatkowski*, Ouagadougou; *Jerry Albright*, Conakry; *Richard Tinker*, Nairobi; *George Solomon*, Lilongwe; *Wendell Payne*, Niamey; *Walter Myers*, Brazzaville, *Norman McKone*, Lusaka; *Robert George*, Praia; *Glenn Niceley*, Nairobi; *Joseph Alexander*, Monrovia; *Doyle Matthews;* Nairobi; *James Tuten*, Dakar;

joined the Office for Combatting Terrorism. BARBARA HAMBRICK left the office of the Executive Secretary to join the Secretariat Staff, April 28. ☐

OFFICE OF PROTOCOL

Chief of protocol ABELARDO L. VALDEZ escorted Japanese PRIME MINISTER OHIRA on his official visit to Washington, April 30–May 1. Mr. Valdez hosted a coffee reception and informal meeting for chiefs of European diplomatic missions, at Blair House, May 6. He was the guest speaker at the Mexican and American Foundation, in San Diego, May 20. EILEEN FARRELL, Diplomatic and Consular Liaison Division, has accepted a domestic excursion tour in the Office of Recruitment, Examination and Employment. ☐

Administration

OFFICE OF COMMUNICATIONS

Communications briefings were given to BERNARD BIES, Valletta; MICHAEL BUCCELLATO, Freetown; ERIC CONNELLY, Brussels; CAROL DAVIS, Antigua; STEVEN DAWKINS, Victoria; AUDREY GELINAS, Mexico; ARTHUR HUGHES, Copenhagen; WILFRIDO IRIZARRI, Lubumbashi; KATHERINE KEMP, Lagos; FRANK RAVNDAHL, Jakarta; DAVID ROGUS, Rio de Janeiro; EDWARD SMITH, La Paz; MAXINE SORENSON, Frankfurt; and WAYNE UBRICH, Leningrad. Communications personnel reporting in for consultation were MARGARET CALLEN, Kinshasa, and HERMA SULLIVAN, Bangkok. Recent arrivals in the Communications Center Division included GEORGE HOUSTON, MILDRED MUCHONEY and JAMES SCRUGGS. Two one-week teletype limited maintenance training classes were attended by BERNARD BIES, Valletta; FRANK HEMINGWAY, Warsaw; MARY LANG, Panama; MICHAEL LAWRENCE, Bamako; NORMAN LeCLERC, Paris; BETTY SHERIDAN, Managua; EDWARD SMITH, La Paz; TIMOTHY TICKNER, Paris; and JACK WHITRIDGE, Ottawa. ☐

John Martino, area rover; _James VanDerhoff_, Nairobi; _Dominick Ramirez_, Yaounde; _Paul Nugnes_, Nairobi; _Thomas Casey_, Kampala; _Dennis Starr_, Addis Ababa; _Lynn Stevens_, Maseru; _Rudolph Garcia_, Cotonou; _Jack Downes_, Pretoria; _Judith Chidester_, Kigali; _Richard Rapier_ and _Bruce Bortle_, Accra; _Frederick Elmendorf_, Bujumbura; _John Whitridge_, Department. ☐

LANGUAGE SERVICES DIVISION

On May 6 HARRY OBST spoke at Old Mill Senior High School, Glen Burnie, Md., on "Foreign Languages and Your Career." Interpreting Branch chief DONALD BARNES and SOPHIA PORSON interpreted for the 20th U.S.–Mexico Interparliamentary Conference, in Washington, May 5–7. TONY HERVAS and TED HERRERA interpreted for U.S.–Peru aviation talks on the same dates. The Clean World International Conference was held in the Department, May 8–9. BILL FUKUDA, Mr. Hervas and CORNELIUS IIDA were the staff interpreters for this occasion. Interpreters Obst, WILLIAM KRIMER, and NEIL SEIDENMAN were in Vienna to interpret for the Secretary at the 25th-anniversary celebration of the Austrian peace treaty. Mr. Krimer interpreted for the Secretary's three-hour meeting with Foreign Minister ANDREI GROMYKO and prepared the memorandum of conversation during the night flight back to the United States on the Secretary's plane.

An urgent call from the National Security Council rushed translators PILAR MOLNAR and FRANCISCO LANZA to the White House on May 14 for an on-the-spot translation, into Spanish, of a paper on the Cuban refugee crisis. CRUCITA RIVERA, the division's trilingual clerk-typist, received a gold pin and certificate of appreciation for 35 years of Government service, 18 of them in Language Services. French interpreters HELEN KAPS and CAROL WOLTER spent the week of May 5 at Eglin Air Force Base, in Florida, interpreting for a NATO Aeronautic Space Research and Development meeting. Russian interpreter CYRIL MUROMCEW flew to Moscow on May 8 to interpret for the U.S. delegation to the incidents-at-sea meeting, returning on May 17. STEPHANIE VAN REIGERSBERG went on another of her series of classified assignments abroad, the week of May 19. The division was sorry to lose clerk-typist AMY WOOD to the Office of Security, May 16. ☐

OFFICE OF SECURITY

HENRY W. KEMP, assistant director for Policy and Training, was honored at a retirement reception, April 29. KARL D. ACKERMAN, deputy assistant secretary for security, presented Mr. Kemp an engraved retirement plaque noting his 35 years of Government service, and another plaque in which his security credentials were enshrined. In his presentation remarks, Mr. Ackerman mentioned some significant events in Mr. Kemp's career with the bureau; 1956–80, including the aborted hijacking attempt of an airplane he was riding in 1972 while serving as regional security supervisor in Beirut. Six hijackers were killed in mid-air by airplane security officials. Shrapnel from the incident is still embedded in Mr. Kemp's briefcase.

Over 100 colleagues and friends attended the ceremony and extended best wishes to Mr. and Mrs. Kemp.

JAMES KOLESNIK was assigned in March to the regional security supervisor position in Frankfurt. It was vacated when MARVIN DOIG was transferred to the Hong Kong slot. WILLIAM LARSON replaced Mr. Kolesnik as chief of the Freedom of Information and Privacy Act staff. JOE H. MORTON became the assistant director for Policy, Training and Information, and JOHN H. CLEMMONS was designated chief of the Investigations Division and acting assistant director for Personnel Security and Investigations. LOUIS KACHULIS, from the New York Field Office, reported to headquarters on June 2, to assume duties as permanent assistant director for Personnel Security and Investigations.

Other transfers of senior personnel during June include RAYMOND SCROGGS, assigned to the Special Projects position in the deputy assistant secretary's office, from the Washington Field Office; GEORGE PAYNE, to special agent-in-charge, Washington Field Office, from regional security officer, Pretoria; and OLOF SALINE, to special agent-in-charge, New York Field Office, from the Los Angeles Field Office.

RUSSELL WALLER, security engineering officer, working within the security community and in conjunction with private industry, developed an escape hatch which will be considered a standardized safety installation at all U.S. missions overseas which do not now have such devices. He demonstrated the escape hatch to Assistant Secretary THOMAS TRACY, ROBERT GINGLES and other Department officials in April and May. BRUCE TULLY, Education and Training staff, was the Department's representative in a three-day symposium on security of diplomatic missions, at Indiana University. DENNIS PLUCHINSKY, Command Center Threat Analysis Group, gave a speech on international terrorism at the U.S. Army's Institute for Military Assistance at Ft. Bragg, April 17. RAY RUSSELL, Regional Operations Officer, Inter-American Affairs, attended the executive performance seminar, April 27–May 2. Secu-

OFFICE OF SECURITY—Members of Basic Special Agent Class 19 are welcomed to the Department by *Karl D. Ackerman*, deputy assistant secretary for security and instructors of the education and training staff. From left are: *James R. Prietsch*, coordinator of special agent training; *John B. McKennan*, *George C. Slike*, *Paul C. Leibengood*, *Paul P. Gaffney*, *Allegra Sensenig*, *Samuel D. Cruce*, *Michael Dickelson*, *Christopher Ferrante*, Mr. Ackerman, *Edward A. Lennon*, *James Hush*, *Robert A. Conrad*, *Roberta Fogertey*, *Foon C. Chung*, *Lawrence Liptak*, *Robert L. Kircher*, *William Penn*, senior firearms instructor; and *James E. Dandridge*, chief of the education and training staff. After completing the eight week basic course, the new agents will be assigned to domestic responsibilities in Washington. ☐

rity officers BILL CHAMBERS, JIM HOLT, and VINCE McDONALD of the Domestic Operations Division gave briefings during April–May to executive officers of the Department's various bureaus regarding the Top Secret control procedures to be adopted before establishing non-critical sensitive positions.

Marine Security Guard commencement exercises were held, May 7, at the Marine base in Quantico. Ambassador RONALD PALMER gave the commencement address.

An all-day counter-terrorism seminar was presented, April 28, with WDVM-Channel 9 covering the presentations on recognition of letter and parcel bombs. WILLIAM ARMOR, regional security supervisor, Frankfurt, and JOHN PERDEW, officer-in-charge, Engineering Services Center, Frankfurt, were in the Department on consultation during May. During the visit of Egyptian President ANWAR SADAT, April 10–14, the Office of Security had protective responsibility for Foreign Minister BOUTROS GHALI, Defense Minister KAMAL HASSAN ALI, Mrs. GIHAN SADAT, and three of the Sadats' children. Special agents in charge of the protective details were PAUL SORRENSON, MICHAEL CARTER, MARTIN DONNELLY, and WILLIAM ADAMS. During the April 14–17 visit of Israeli Prime Minister MENACHEM BEGIN, Security provided protection for Foreign Minister YITZHAK SHAMIR and Mrs. ALIZA BEGIN. ROBERT BLACKBURN and PETER GALUPO were in charge of the protective units. Additional protective details between April 13–May 6 were established for PRINCE CHARLES, QUEEN FABIOLA of Belgium, Japanese Foreign Minister SABURO OKITA, Mrs. SHIGEKO OHIRA, Secretary General JOSEPH LUNS of NATO and LORD CARRINGTON. Special agents in charge of protection were KENNETH HILL, JAMES BURKE, SCOTT TRIPP, JOHN GIBBONS, ROBERT BLACKBURN, and DAVID MANLY.

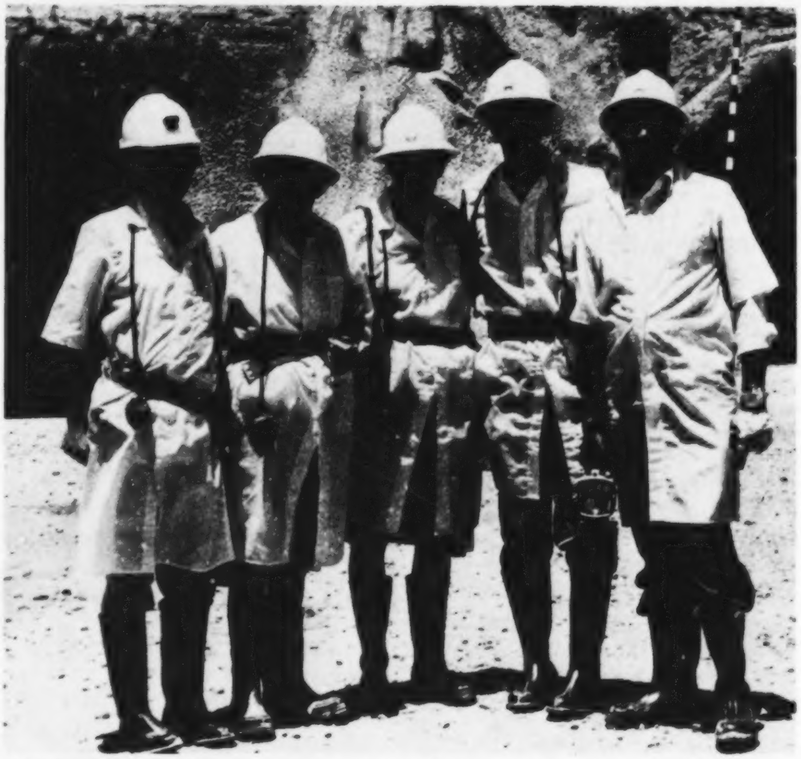
During May, four Seabees assigned to the Naval Support Unit of the Office of Security received special recognition for direct support of Department activities. Senior chief electrician ROBERT L. MEATTY was the recipient of the Navy's Meritorious Service Medal for outstanding service in Tehran, February 1979. Mr. Meatty was instrumental in restoring electrical power after the takeover. He also made significant contributions to the subsequent recovery and reconstruction of security facilities at the embassy. He is presently stationed at the Engineering Services Center, Athens, and will assist security engineering officer DARRYL DaHARB in establishing the new Engineering Security Office in Kuwait during June. During the June–July 1979 evacuation in Managua, three Seabees offered significant assistance to that embassy. As a result, senior chief mechanic JOSEPH F. REICHMUTH, senior chief builder ROBERT D. FORAND, and electrician first class EDWARD P. BARKER were awarded the Navy's Commendation Medal for their "noteworthy and outstanding actions." Mr. FORAND and Mr. REICHMUTH are assigned to the Engineering Services Center, Panama, and Petty Officer Barker was recently transferred to the Marine Education Development Center, Quantico Virginia. ☐

African Affairs

Assistant Secretary RICHARD M. MOOSE traveled to Minneapolis and Chicago recently to address Mid-America Committee members on U.S. economic interests in Africa. He was accompanied by ROBERT PRINGLE of the Economic Policy staff. WILLIAM C. HARROP, ambassador-designate to Kenya, spoke at the Air War College, Maxwell Air Force Base, Ala. April 21, and at Wright Patterson Air Force Base, Dayton, O. April 22. Deputy assistant secretary LANNON WALKER addressed visitors from the NATO Defense College, April 22. A conference on African-Arab Relations, May 2–3, had Mr. Walker co-hosting with Assistant Secretary MORRIS DRAPER of Near East Affairs. Participating in panel sessions were deputy assistant secretary CAROL LANCASTER and ambassador-designate GORDON R. BEYER who is headed for Uganda.

Deputy assistant secretary MABEL M. SMYTHE addressed the Tampa Bay Committee on Foreign Relations in Tampa, April 28. She delivered the keynote speech at a conference in Sarasota, April 29, co-sponsored by the UN Association and the University of South Florida. Ambassador Smythe also spoke at Howard University, May 7. On May 10, she traveled to Spelman College in Atlanta to deliver the commencement address and receive an honorary degree. ROBERT G. HOUDEK, director of Inter-African Affairs, addressed the U.S. Naval Academy, April 21.

The Office of East Africa Affairs has some personnel changes: its director, GORDON R. BEYER, has been named ambassador to Uganda and was scheduled to arrive in Kampala in late May. Replacing him as director is CURTIS KAMMAN. ALFRED BARR has replaced MAXWELL BERRY as country officer for Tanzania, Madagascar, Mauritius, the Comoros and the British Indian Ocean Territories. There are presently two officers in charge of Somalia affairs: THOMAS MEARS, who will be departing in June for London, and BISMARCK MYRICK, who will take over at that time. The Office of Southern Africa Affairs sent WILLIAM E. LUCAS on his orientation trip to South Africa in early May. Mr. Lucas is assistant desk officer for that country. The Executive Director's office welcomed CHARLES GRECO to its Budget and Fiscal section. Mr. Greco had served in the Financial Management Systems section of the Controller's Office.



LUBUMBASHI—This group has just visited an underground copper mine in Zaire's Shaba region. From left are consul general *Daniel H. Simpson*, *Margaret Simpson*, assistant cultural affairs officer *Phyllis Oakley*, Ambassador *Robert B. Oakley* and mine director *Citizen Kabongo*. □

BOB KEELEY has joined the bureau in preparation for his departure as ambassador to Zimbabwe. Both he and PETE DE VOS, deputy director, accompanied the Presidential delegation to the Zimbabwe independence ceremonies, April 18. The delegation was headed by Governor AVERELL HARRIMAN and former UN Ambassador ANDREW YOUNG. They also accompanied Mr. Moose to Malawi for consultations enroute home.

The bureau and the Office of Central Africa Affairs bids farewell to DEBBIE TURNER, former secretary on the Zaire desk. Ms. Turner recently departed for Lagos on her first assignment as a foreign service secretary. □

SALISBURY, Zimbabwe—The co-leaders of U.S. delegation to the independence observance, *Averell Harriman*, left, and *Andrew Young*, right, lead the singing of the "Star-Spangled Banner." Others are, from left: Ambassador *Carl McCall* of the U.S. mission to the UN; *Jeffrey Davidow*, charge d'affaires; and *Richard Moose*, assistant secretary for African affairs. □

Arms Control and Disarmament Agency

Director RALPH EARLE visited Europe, May 14–26, for a series of meetings in Vienna, Geneva, Paris and London. In Washington, May 6, he met with a group of prominent journalists from Berlin, headed by Bundestag Deputy PETER MAENNING. The group, which was in the United States, April 28–May 9, included KARL-HEINZ MAIER, president of the Berlin Press Club. The journalists also met with ranking officials in the Department and the Pentagon.

President Carter announced, May 9, that he will nominate GEORGE WILLIAM ASHWORTH to be an agency assistant director, replacing BARRY M. BLECHMAN, who resigned last December. Mr. Ashworth will head the Weapons Evaluation and Control Bureau. He had been serving as agency counselor and chairman of its External Research Council since 1979. A graduate of Washington and Lee University, Mr. Ashworth was a reporter and copy editor with the *Richmond Times-*

Dispatch, 1963–67. He was defense correspondent for the *Christian Science Monitor*, 1967–72, serving in 1969 as the newspaper's bureau chief in Saigon. From 1972 to 1979, when he joined the agency, Mr. Ashworth was on the staff of the Senate Foreign Relations Committee, with primary responsibility for arms control matters.

The Senate has confirmed the appointment of former director GEORGE M. SEIGNIOUS II as a member of the General Advisory Committee on Arms Control and Disarmament, and DAVID CLINARD as an agency assistant director and head of its International Security Programs Bureau. Both appointments became effective May 8. Mr. Seignious, who had been serving under a recess appointment since resigning as director last January, was accorded the rank of ambassador while serving as member-at-large to arms control negotiations, or in other capacities the President or agency director may designate. Mr. Clinard, who had been a deputy assistant director since 1977, was nominated for the new post, March 4, by the President.

Mr. Earle has selected JAMES P. TIMBIE to replace Mr. Clinard as deputy assistant director. Dr. Timbie received his bachelor's from Princeton and a doctorate in physics from Stanford. He joined the agency in 1971 and became chief of the Strategic Affairs Division in 1977. He has served extensively on the SALT delegation and has been responsible in Washington for backstopping SALT and other arms negotiations. Dr. Timbie is a charter member of the Senior Executive Service.

BARBARA A. CRAWFORD has been selected as staff assistant in the Office of the Director. GERALD L. STACY has joined the agency as a foreign affairs officer in the Weapons Evaluation and Control Bureau. A graduate of Denison University, in Ohio, he has completed the course work for a doctorate at Ohio State.

Mr. Stacy taught government at St. Lawrence University for two years before joining the staff of Congresswoman PATRICIA SCHROEDER, handling her Armed Services Committee business. He worked in a similar capacity for Senator JOHN CULVER.

The Mutual and Balanced Force Reduction talks resumed in Vienna, May 14. HOMER R. PHELPS, the agency's representative on the U.S. delegation, is being assisted by WALTER E. DALCH III. Colonel JOEL McKEAN has left the agency for a new assignment at the Pentagon, where he will work on plans and policies and serve as SALT action officer for the Air Force staff. During a 15-month detail to the agency, he served as executive secretary of the U.S. SALT delegation in Geneva, and recently as the agency's deputy senior military adviser. ☐

CONGRESSIONAL RELATIONS—At awards ceremony are, from left: ***Andy Thoms, Dora Carter Anna Hawkins*****, and Assistant Secretary** ***Brian Atwood*****. (*****Photo by Glenn Hall, Visual*** **Services)** ☐

Congressional Relations

Assistant Secretary BRIAN ATWOOD participated in a panel discussion on "Congress and the Middle East," during the annual policy conference of the American-Israel Public Affairs Committee, May 13, at the Washington Hilton. Congressmen DANTE FASCELL and JOHN BUCHANAN were the other panel members. Special assistant JACK SEGAL conducted a briefing on the functions of the bureau for 75 new Foreign Service inspectors, secretaries, and security and communications officers, May 13. The bureau welcomed WILLIAM JACKSON, who has replaced KATHIE SMITH as legislative management officer with responsibility for Oceans and International Environmental and Scientific Affairs, Fisheries and Boundaries, Intelligence and Research, the Arms Control and Disarmament Agency and the Office of the Legal Adviser. □

CONSULAR AFFAIRS—Assistant Secretary *Barbara M. Watson*, right, presents certificate of excellent performance to *Rachel Pittarelli* of the Visa Office. □

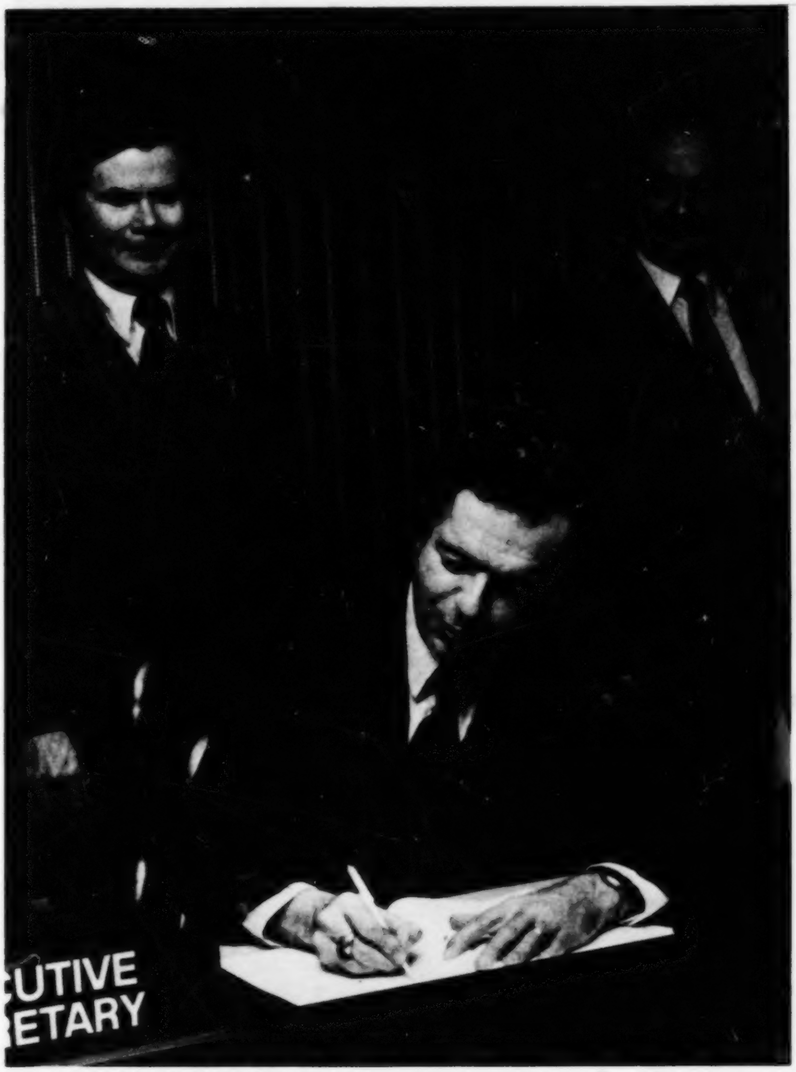
Consular Affairs

On April 24, Assistant Secretary BARBARA M. WATSON spoke at the American immigration and citizenship conference in New York. Her topic was "Immigration in the 80's, The Era of Limits." Miss Watson accompanied BEN H. READ, Under Secretary for Management, to New York, April 28, to testify before the House Subcommittee on Immigration, Refugees, and International Law. The subcommittee held the hearings at the John F. Kennedy International Airport, on the 90-day nonimmigrant visa waiver. Accompanying Miss Watson and Mr. Read were RONALD K. SOMERVILLE, the bureau's executive director; CORNELIUS D. SCULLY, director of the Visa Office's Legislation, Regulations and Advisory Assistance Division; and BETTY SWOPE, from the Office of Management Operations. On the same day, Miss Watson addressed the American Council on personnel in New York City. She addressed the group, composed of international industry personnel officers, on "The Administration's Immigration Policy." On May 9, she was the principal speaker at the swearing-in ceremony for the 147th Foreign Service officer class. SECRETARY MUSKIE was among the senior Department officers who attended.

BOB FRITTS has joined the Bureau as senior deputy assistant secretary, succeeding HUME HORAN. Prior to coming to the bureau, Mr. Fritts was country director for Thailand, Indonesia, Malaysia, Burma, and Singapore. Special assistant PETER MURPHY addressed the vice presidents in charge of personnel matters of the Association of International Construction Companies at the Watergate office building. Mr. Murphy discussed with the 50 personnel executives who attended this seminar consular operations abroad, and how the posts could help their American employees overseas during emergencies.

The bureau, in cooperation with the Foreign Service Institute, the Office of Security, and other offices of the Department, has launched an effort to enhance our worldwide consular anti-fraud program. One aspect of the program has been the introduction of an intensive consular anti-fraud workshop. The first workshop was held in Santo Domingo, May 8–14, with participants from 10 Caribbean-basin posts. Department representatives to the workshop were DON BEAN, Foreign Service Institute; GERALD J. GOLDMAN, Bureau of Consular Affairs, Office of Management Planning; MICHELE TRUITT, Passport Office; ROBERT N. CHIPERFIELD, Visa Office; and JIM MOORE, Office of Security. CARMEN DiPLACIDO, acting director of the Office of Citizen Consular Services, ROBERT DALTON of the Legal Adviser's Office and SHELDON KRYS, executive director of the Bureau of Near Eastern and South Asian Affairs, traveled to Bern, May 5, to arrange for Swiss third-country representation in Iran.

Deputy assistant secretary NORBERT J. KRIEG presented Passport Services' Research and Liaison Section with a well deserved group Meritorious Honor Award, May 6. Recipients were MARGARET KELLER, RANDALL BEVINS, ROBERT BARNES, ROBERT KOTT, ROSEANN POOLE, CAROLYN SCOTT and ROSE KALVITRENOS. Passport issuance seminars were held in San Antonio for clerks of court, post office officials and for the military at Randolph Air Force Base. Seminars were also held in Houston and Dallas. The briefings were given by MARLENE SCHWARTS and GARY ROACH from the main office, and SYLVESTER JACKSON, agent-in-charge of the Houston Passport Agency. LINN ALLEE of the Bureau's Public Affairs Unit has coordinated the publication of the "General Guidelines on Consular Services." This is a working handbook for congressional offices. SUE H. PATTERSON served as a member of the Department team in San Jose, Costa Rica, in connection with processing the Cuban refugees. She is now on de-



ECONOMIC AND BUSINESS AFFAIRS—***Donald F. Hart*, director, Office of Food Policy and Programs, initials new food aid convention in London. On left is *Edmund M. Parsons*, chief, Food Programs Division and chairman of the negotiating sessions. *J.B. Visser*, right, was a member of the European Economic Community delegation.** ☐

tail to the Cuban Working Group. JOSEPH E. OLENIK addressed the American Council on International Personnel in New York, April 28. He also testified before the Select Commission on Immigration, May 5, at Albany. NORMAN SINGER conducted a workshop for congressional staff members on the nonimmigrant visa function, April 18. JOHN ADAMS of the Visa Office participated in the Asian American Foreign Policy Conference in Seattle and Los Angeles, May 9-10. Mr. Adams chaired a roundtable discussion on consular issues. The conference was sponsored by the Department's Public Affairs Office. ALFRED F. BARBIERI and ANNE MARIE SCHLOSS attended the Advanced Consular Course, which began May 12. PETER GUADAGNO has joined the Visa staff of the Post Liaison Division. ROY MacKAY has joined the staff of Regulations and Legislation Division. BRIAN McNAMARA has left the Visa Office for assignment in Bridgetown, Barbados, and ETHEL MITCHELL resigned from the Department. She served in the Telephone Inquiries Branch. ☐

Economic and Business Affairs

Assistant Secretary DEANE R. HINTON headed the U.S. delegation to the International Energy Agency governing board meetings in Paris, April 23, and May 8-9. Between meetings, he headed the U.S. delegation to the Asian Development Bank conference in Manila, May 1-2. He also spoke to the National Planning Association in Hot Springs, Va., April 27.

Deputy assistant secretary for transportation and telecommunications B. BOYD HIGHT was chairman of the U.S. delegation for the first civil aviation negotiations between the U.S. and the People's Republic of China, held in Beijing, April 15-21. Discussions aimed at concluding an air transport agreement with China was to resume in Washington in mid-May. He also chaired the U.S.-France civil aviation negotiations with France, April 1-3. Mr. Hight gave a major speech on U.S. international aviation policy to the Lloyd's of London press conference on international aviation in New York, and a meeting of the Air Transport Association at Williamsburg, Va., April 30.

JAMES FERRER JR., director of the Office of Aviation, headed the U.S. side at civil aviation talks with Korea in Washington, April 8-12, and with the Netherlands, at the Hague, April 21-25. RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was U.S. chairman for negotiations with Ireland, in Washington, March 25-28, and in Wellington, April 28-30. Major liberalizations in our agreement with New Zealand were achieved in these latest talks. The chief of the aviation programs and policy division, THOMAS C. COLWELL, consulted with Canadian officials in Ottawa, April 30-May 2, concerning U.S. pre-clearance facilities at Canadian airports. On April 30, MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, testified before a subcommittee of the Senate Appropriations Committee on the appropriation request in connection with prospective U.S. participation in the International Natural Rubber Agreement. An interim committee preparing draft Articles of Agreement for the Common Fund adjourned after a two-week meeting, April 8-19. The formal negotiating conference will resume in Geneva in June in an effort to finalize the articles for this new financial institution designed to support international commodity agreements. JOHN FERRITER, director of the Office of International Commodities, attended the second week of the interim committee meeting and co-headed the U.S. delegation, along with a Treasury Department representative.

EDWARD W. LOLLIS, director, Office of Development Finance, attended the fifth session of the International Development Strategy Preparatory Committee in New York, April 14-25. Other members of the Office of Development Finance recently participated in the following activities: SHAUN DONNELLY, acting deputy director, attended meetings in Paris of the International Arrangement on Export Credits and the Organization for Economic Cooperation and Development Export Credits Group. J. SCOTT MONIER, attended the 20th session of the UN Conference on Trade and Development board and its 11th special session on the International Development Strategy, March 13-23. DAVID PIERCE attended the annual meeting of the Inter-American Development Bank in Rio de Janeiro, April 10–18, and accompanied a United States/Development Bank procurement team to San Francisco, May 5; Minneapolis, May 7; and Milwaukee, May 9. JOHN HOLZMAN traveled to Manila to take part in the Asian Development Bank annual meeting, April 30-May 2. STEVE MULLER visited New York, May 5-16, as a member of the U.S. delegation to the UN General Assembly Committee of the Whole.

On April 8, RICHARD D. KAUZLARICH, deputy director, Office of Investment Affairs, spoke in Chicago to a regional seminar on international business codes sponsored by the U.S. Council of the International Chamber of Commerce. He also discussed Organization for Economic Cooperation and Development investment relations with a faculty-student seminar on foreign investment policy of the U.S. at Roosevelt University. JOEL SPIRO, chief of the Special Trade Activities and Commercial Treaties Division, outlined the administration's position on non-rubber footwear imports at the annual meeting of the Volume Footwear Retailers Association, in Rancho Mirage, Cal., March 17. CHARLES BLUM, assistant chief of the Special Trade Activities and Commercial Treaties Division, served on the U.S. delegation to the Organization for Economic Cooperation and Development Steel Committee and its working party of experts. The committee met in Paris, April 15-17, to discuss recent developments in the U.S., including the suspension of the trigger price mechanism, and European Community policies to restructure its steel industry. Mr. Blum also spoke to faculty and students at Drexel University in Philadelphia, February 29, on "Trade Perspectives on U.S.-European Community Relations." Earlier he addressed the J.B. Scott International Law Society at the Georgetown University Law Center on the Trade Act of 1979: Problems and Prospects.

DONALD McCONVILLE, chief of the Textiles Division, chaired textile negotiations with Poland in Washington, April 21-25, and represented the Department in textile negotiations with China, April 28–May 3. Mr. McConville attended the annual convention of the American Apparel Manufacturers Association in San Francisco, May 8–9. ANN BERRY, assistant chief of the Textiles Division, chaired negotiations in Washington, April 21-25, which produced a new bilateral textile trade agreement with Sri Lanka. She also chaired a round of consultations on textile matters with India, April 28–30.

MICHAEL LUCY, International Energy

ECONOMIC AND BUSINESS AFFAIRS—*Frances M. Wilson*, fourth from left, executive director for nearly 20 years before her retirement, receives the Department's $1,500 Luther I. Replogle Award for Management Improvement. From left are *John L. Proctor, Renay D. Robinson, Judith A. McNerney, Mr. Replogle*, and *Joyce I. Thomas*. □

Policy, Office of Energy Producer-Country Affairs, traveled to Algiers the week of April 20 as part of a Department of Energy/State team to negotiate shipments of liquified natural gas to the United States, followed by consultations in Paris and London. Mr. Lucy also presented an overview of the U.S./Canada energy relationship before an industry group in Calgary and toured the Syncrude oil processing plant in northern Alberta, April 29–May 1. DANA M. MARSHALL of the Office of Business Practices was a member of the U.S. delegation to the UN conference on Restrictive Business Practices which took place in Geneva, April 8–22. Its successful conclusion marked the end of several years of difficult negotiations to develop guidelines relating to the control of restrictive business practices. The text now goes to the UN General Assembly for adoption as a resolution. STEVEN M. BRATTAIN of the Office of Business Practices was the alternate U.S. representative to the meeting of the World Intellectual Property Organization's Permanent Committee for Development Cooperation, held in Geneva, April 28–May 1. The committee discussed the organization's technical assistance program, as well as a proposed model law on inventions for developing countries. ANITA BROWN has entered on duty in the bureau's Message Center. ☐

East Asian and Pacific Affairs

EMBASSY MANILA

The Community Liaison Office opened for business on September 17, with NANCY M. LEONARD as the coordinator. She has been in Manila for two years with her husband, JIM, who is with the Regional Communications Programs Office, and their three teenage children. A nurse by profession, she will be in Manila for two more years. The office name was selected in lieu of the more familiar "Family Liaison Office" because of the size and complexity of the official mission community and the varied community activities in which the office is involved. Mrs. Leonard's office is strategically located inside the commissary of the Seafront Compound, three miles from the embassy, where families shop and have easy access to the office's services. By October it was in full operation, with Mrs. Leonard getting herself involved in the sponsorship program, orientation planning for new arrivals, student activities at the international school and teenage center, and job information for spouses and collection of skills talent bank data. The sponsorship program has been improved by providing adequate notification to sponsors meeting newly-arrived personnel and information to new families regarding mission facilities, school, jobs, shopping, and community and social activities. The office assisted in planning a two-day orientation program for new mission personnel on October 15–16. It is now involved in student's problems, particularly bus transportation to and from school. In conjunction with the embassy's concern for adequate counseling service for mission members, she is also working with other leaders in the American community to prepare procedures, guidelines and recommendations in providing a professional counseling program for those who need help. In just seven months, the Community Liaison Office has progressed rapidly and is a popular meeting place. Since the start of year, Mrs. Leonard has been working on summer programs for the mission community. She assisted in the organization of a driver's education course for eligible teenagers, in March. A summer day camp for children, 2½ to 12 years old, will again be conducted with the Community Liaison Office assisting. ☐

Nancy Leonard ☐

European Affairs

Assistant Secretary GEORGE S. VEST accompanied Vice President WALTER MONDALE to Belgrade, May 7, for the funeral of President JOSEPH BROZ TITO. Mr. Vest also accompanied SECRETARY MUSKIE to Brussels to participate in the joint session of NATO's Defense Planning Committee, May 14. On April 16, deputy assistant secretary ROBERT L. BARRY addressed the Council on Religion and International Affairs in New York, on Yugoslavia. Mr. Barry spoke on U.S. policy and Eastern Europe at the Cleveland Council on World Affairs, April 22. On May 2, he discussed U.S.-Soviet relations at the 15th annual Foreign Service Day in the Department. Ambassador KINGMAN BREWSTER JR., United Kingdom, visited Washington, May 3–6, in connection with the visit of United Kingdom Foreign Secretary Lord Carrington. Ambassador ANNE COX CHAMBERS, Belgium, was in Washington, April 20–22, to participate in the visit of Belgian King Baudouin and Foreign Minister Simonet. Ambassador JOAN M. CLARK, Malta, was in the Department for three days' consultation and chief-of-mission leave, April 17–May 7. Ambassador JAMES E. GOODBY, formerly deputy assistant secretary, was sworn in by the Vice President, March 26, as the new U.S. ambassador to Finland. He presented his credentials to President Kekkonen, April 11. Ambassador JAMES G. LOWENSTEIN, Luxembourg, accompanied Luxembourg Foreign Minister Thorn on his visits to New York and Washington, March 24–26. Ambassador Lowenstein also consulted in the Department before returning to post, April 8. Ambassador HERBERT SALZMAN, U.S. permanent representative to the Organization for Economic Cooperation and Development in Paris, was in Washington, April 21–24, accompanying Secretary General EMILE VAN LENNEP to meetings with the Deputy Secretary, WARREN CHRISTOPHER, Energy Secretary CHARLES DUNCAN JR., Treasury Secretary G. WILLIAM MILLER, Council of Economic Advisers Chairman CHARLES SCHULTZE and other Governmental officials.

ROBERT M. BEAUDRY, director, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, accompanied Under Secretary RICHARD COOPER to Brussels, May 6–10, for the high level U.S.-European Community consultations and to Paris, May 12–13, for the Organization's executive committee in a special session meeting. STEPHEN J. LEDOGAR, director, Office of European Security and Political Affairs, accompanied SECRETARY MUSKIE and Assistant Secretary GEORGE VEST, May 14, to the special joint session of NATO's Defense Planning Committee in Brussels. AVIS T. BOHLEN, officer-in-charge of the Arms Control and Strategic Affairs Section, attended the third meeting of the special consultative group on long range theater nuclear force arms control in Brussels, May 6–7. WILLIAM A. MOFFITT, Political Affairs Section, served as an adviser to the U.S. delegation to the spring plenary meeting of the NATO Committee on the Challenges to the Modern Society, which was held in Brussels, May 5–6. The delegation was headed by Environmental Protection Agency Administrator DOUGLAS M. COSTLE. It included representatives of the Departments of State, Defense, and Transportation, as well as the Congressional Office of Technology Assessment. THOMAS F. TIMBERMAN, Arms Control and Strategic Affairs Section, has left the bureau to assume the position of special assistant to the Under Secretary of Defense for Policy. RICHARD E. COMBS JR., formerly of the Secretary's Office, assumed the duties of deputy director, Office of Soviet Union Affairs. He replaced SHERROD McCALL, who departed for language training at the Foreign Service Institute. ROBERT W. FARRAND, officer-in-charge, Bilateral Relations, was in Abilene, Tex., April 24–27, to speak before the annual Tri-College Conference of Faculties of Abilene Christian University, Hardin-Simmons University and McMurry College on the subject "U.S./Soviet Relations—Post-Afghanistan." Mr. Farrand also gave the keynote address at the annual banquet of the Law Enforcement Association in Eastland, April 25, and held a press conference and appeared on two television interview programs while in Texas. On May 9, Mr. Farrand addressed the annual meeting of the Kentucky Broadcasters' Association in Louisville. WILLIAM H. HILL, Exchanges Section, traveled to the State University of New York in Buffalo, April 28, to appear on a panel on current U.S.-Soviet relations. ☐

Foreign Service Institute

At the request of the Sinai Support Field Mission, the institute's Tunis director, MARGARET OMAR, visited the mission in March to advise on Arabic language training and related matters. EDWARD A. MAINLAND has entered on duty in the School of Professional Studies as coordinator of the Political Training Division. Also joining the School of Professional Studies, in the Communication and

FOREIGN SERVICE INSTITUTE—*Paul H. Boeker*, left, director, presents Superior Honor Award to *Hattie K. Colton*, assistant dean, School of Area Studies. ☐

LISBON—Foreign Service national *Fernando Almeida*, center, on his 50th anniversary with the mission. Others, from left: *Patricia Bloomfield*, Ambassador *Richard Bloomfield*, *Mrs. Almeida*, general services officer *Dixie Grimes*, administrative counselor *Nick Baskey*. (Photo by *Rebecca McDonnell*) ☐

Clerical Skills Training Division, was MADELINE SMITH, from the Bureau of Consular Affairs. New language and culture instructors at the institute are LAUDELINA CUTTIER, DIANA HOLM, GAIL LUSBY, ANNE-MARIE DARIS AND ERIKA ELIASSON. ☐

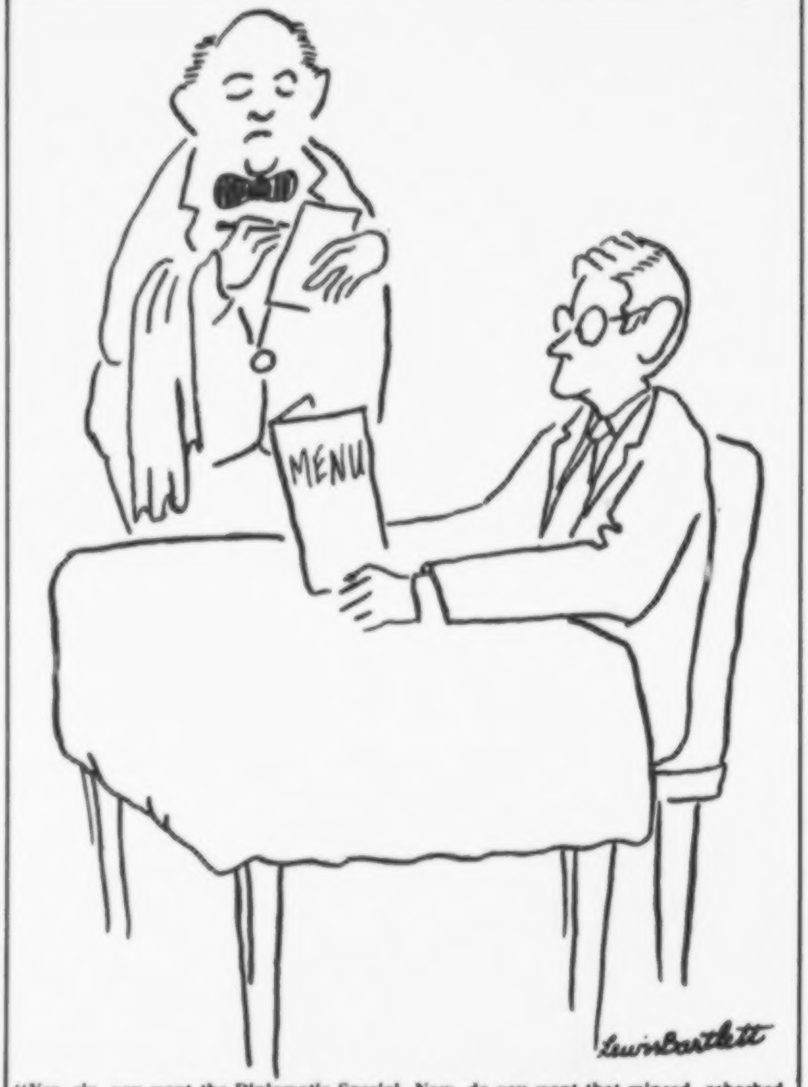
Human Rights and Humanitarian Affairs

Assistant Secretary PATRICIA DERIAN returned, March 29, from a month-long visit to India, Nepal, Sri Lanka, Bangladesh and Pakistan. She met there with government leaders, embassy personnel and representatives of human rights groups. Accompanied by human rights officer TAYLOR JESSE CLEAR, she visited MOTHER TERESA in Calcutta and toured a home for the destitute and dying there. In Pakistan they visited a refugee camp on the Afghanistan border and Ms. Derian held discussions with PRESIDENT ZIA. On April 16, Ms. Derian taped an interview with BBC Television for a series they are preparing on U.S. and Caribbean relations. On April 24, she addressed the Inter-American Center in New York and, April 29, she spoke to a Non-Governmental Organization conference on human rights, sponsored by the bureau.

Deputy assistant secretary STEVE PALMER gave the spring convocation address, on "U.S. Human Rights Policy and International Security Interests," at Tennessee Wesleyan College in Athens, March 27. While in eastern Tennessee, he had editorial backgrounders and news interviews with the Knoxville *Journal*, the Knoxville *News-Sentinal*, the Athens *Daily Post Athenian* and the Chattanooga *Times*. Mr. Palmer also was interviewed on television in Knoxville and Athens, and on radio in Athens. Deputy assistant secretary STEPHEN COHEN traveled to Austin, Tex., April 11–14, where he addressed the Young Lawyers Association there on the human rights policy. He also lectured in classes at the University of Texas. CHARLES B. SALMON Jr., director of the Office of Human Rights, addressed the new junior officers class at the Foreign Service Institute on human rights and U.S. foreign policy, April 2. On April 16, he briefed a group of visiting Icelandic political leaders on the human rights policy. Special assistant DAVID MARTIN addressed a class of 40 U.S. military training officers and discussed the human rights policy, at Wright-Patterson Air Force Base in Dayton, O., March 26.

On April 18, human rights officers ROBERTA COHEN and PATRICK FLOOD and public affairs adviser MARY HANLEY participated on a panel on human rights and refugees in a workshop at the National Foreign Policy Conference for Young Political Leaders. Mr. Flood also participated in a panel discussion at American University, March 24, on "The Carter Administration's Initiatives in Human Rights." RICHARD GRAHAM, human rights officer for Central American and Caribbean Affairs, briefed a Foreign Service Institute orientation class on human rights in Latin America, March 18. He also participated in a briefing, March 21, on U.S. policy in Latin America for a group of agricultural and forestry industry executives from Washington who will be traveling in the region. Mr. Graham participated in a roundtable discussion for Hispanic leaders on U.S. foreign policy in the Caribbean Basin, April 2. On April 9, he was the guest lecturer on the U.S. human rights policy in Central America at the U.S. Army Command and General Staff College in Ft. Leavenworth, Kan. On April 20, Mr. Graham addressed a Latin American area studies course at the Foreign Service Institute on "U.S. Policy in Central America and the Role of Human Rights."

TAYLOR JESSE CLEAR, human rights officer for Near East and South Asian affairs, addressed a foreign policy seminar at American University, April 16, on "Human Rights and Current Events in South Asia." On April 23, he briefed training officers on the human rights policy at the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base in Ohio. BARBARA BOWIE, human rights officer for economic affairs, addressed a group of visiting religious leaders from the Church of Christ, March 26. On April 14, she spoke at a foreign policy seminar at American University on "Human Rights and Development." During the week of



"Yes, sir, you want the Diplomatic Special. Now, do you want that minced, rehashed, mis-spoke, soft-pedaled, understated, retracted . . . or stuffed?" ☐

March 17, JON GREENWALD, human rights officer for European affairs, participated in a meeting of NATO Conference on Security and Cooperation in Europe experts in Brussels, which discussed preparations for the Madrid meeting. He also traveled to London, Dublin and Belfast for consultations on human rights issues. Throughout the past month, Mr. Greenwald has participated in consultations in preparation for the Madrid Conference meeting. These meetings have included Polish, Romanian, Austrian, Swedish and Swiss delegations. ROBERT JACOBS, human rights officer for security affairs, addressed students at the George Mason University School of Law, April 28, on "The Human Rights Policy of the Carter Administration." SUSAN LEIBBRANDT has joined the bureau as a student intern. Ms. Leibbrandt attends St. Josephs University in Philadelphia where she majors in international relations. ☐

Inspector General's Office

The office held its second annual inspectors' conference in the Department, May 5-6. Deputy assistant secretary STUART E. BRANCH and members of his staff made a presentation on the communication functions and the current state of technology. Representatives of the Administration area and Comptrollers' office discussed the Department's program on mini-computers and word processing, and joint administrative organizations. During the conference Inspector General ROBERT C. BREWSTER presented the Superior Honor Award to DONALD I. COLIN and Meritorious Honor Awards to FELIX S. BLOCH, DONALD A. BRAMANTE and GEORGE M. LOWE JR. He also presented certificates of excellent performance to ALAN W. BERENSON and DONNA B. KREISBERG, and length of service awards to MARVIN F. SMITH, RUSSELL E. OLSON, LILLIAN P. MULLIN, DONALD I. COLIN, BETTY C. JOHNSON AND RICHARD K. FOX JR. Other recent recipients of length of service awards were ROBERT J. MARTENS, FRANCIS J. McNEIL and WILLIAM G. WALKER. ALEXIS MOORE received a certificate of excellent performance.

New inspectors joining the Inspection staff are HENRY AVALOS, ROBERT A. BENEDICT, JAMES C. HAAHR, TIMOTHY HEALY, BYRON B. HOLLINGSWORTH, HEYWARD ISHAM, WILLIAM KEPPLER and CHARLES KINN. IVY WEST has also joined the bureau as a member of the secretarial staff.

Inspectors departing the office were FRANCIS J. McNEIL, nominated as ambassador to Costa Rica; O. GENE ABSTON, who has retired; THOMAS HARRIS, transferred to ICA; and LARRY GRAHL, who was reassigned as deputy chief of mission, Ouagadougou. LINDA CARTER and PAMELA BROGDEN of the secretarial staff also departed for new assignments. During May-August, conduct-of-relations inspections will be conducted of Portugal, Spain, France, Malta, and Panama. An inspection of the training function and a management audit of aspects of the refugee program will also be conducted. Additional special inspection projects and audits also will be made. ☐

Inter-American Affairs

The Office of Congressional, Human Rights and Public Affairs of the bureau has been active the past three months in a public outreach effort. Assistant Secretary WILLIAM BOWDLER addressed the Council of the Americas, April 7, at their Washington meeting. Following the luncheon address, deputy assistant secretary JAMES CHEEK joined in the question-and-answer period. Mr. Bowdler traveled the following day to New York, where he delivered a major address to the Pan American Society of the United States on the same subject. On April 11, he was the speaker at a banquet at the Arizona-Mexico and Sonora-Mexico Commissions' semi-annual meeting, in Phoenix.

Deputy assistant secretary RALPH GUZMAN traveled to the University of Wisconsin to participate in a conference, March 20-21, on the education needs of Chicano migrant children. Dr. Guzman also participated in a University of Arizona/International Communication Agency seminar for Latin American and Caribbean journalists during the Washington portion of their month-long program, April 9. Sioux Falls, S.D. was his next speaking engagement, April 26, to address the UN Association.

Mr. Cheek met with a group of American religious leaders and representatives of reli-

OFFICE OF INSPECTOR GENERAL—At awards ceremony, from left: ***Felix S. Bloch*****, deputy inspector general** ***Richard K. Fox Jr., Betty C. Johnson, Donald I. Colin*****, inspector general** ***Robert C. Brewster, Marvin F. Smith, Lilliam P. Mullin, George M. Lowe Jr., Donna B. Kreisberg, Russell E. Olson, Alan W. Berenson, A. Donald Bramante.*** ☐

PARAMARIBO—Ambassador *Nancy Ostrander*, accompanied by Surinamese President *Johann Ferrier*, greets members of the national football team just prior to their win over the visiting U.S. team. ☐

gious groups, April 11, for a briefing on the situation in El Salvador. On April 14, he travleed to San Antonio, to address the newly formed Institute of the Americas and the San Antonio Chamber of Commerce, again to discuss the Central American situation. Deputy assistant secretary SAMUEL EATON addressed the Public Affairs Council's Conference on Latin America, March 26, in Miami. MILES FRECHETTE, director of the Office of Cuban Affairs, and DONALD MATHES, the bureau's public affairs adviser, spoke to a group of Cuban exchange students and professors at the Foreign Service Club, April 14. Johns Hopkins University School of Advanced International Studies sponsored this exchange of Cuban and American students, the first since the beginning of the Castro regime.

CLAUS W. RUSER, director of the Office of Southern Cone Affairs, accompanied GERARD C. SMITH, ambassador-at-large and special representative of the President for nonproliferation affairs, on a special mission to Argentina at the end of March. While in South America, Mr. Ruser also visited Montevideo for brief consultations with our mission to Uruguay. In April, MADISON M. ADAMS JR., deputy director of the Office of Southern Cone Affairs, represented the bureau at seminars held in New York and Chicago by the Council of the Americas Fund for Multinational Management Education on "Country Analysis for International Business: Argentina."

Ecuadorean novelist, poet, and painter DEMETRIO AGUILERA MALTA was the honored guest at a lunch hosted by deputy assistant secretary SAMUEL D. EATON at the Department, April 22. Mr. Aguilera Malta is also Ecuador's ambassador to Mexico. On April 21, in a unique joint Department/Library of Congress effort, Mr. Aguilera Malta participated in a symposium at the library dealing with his work. Also visiting Washington with Ambassador Aguilera Malta was the renowned Spanish language translator, GREGORY RABASSA, who has recently translated Mr. Aguilera Malta's *Seven Serpents and Seven Moons*. Mr. Rabassa is also the translator of GABRIEL GARCIA MARQUEZ.

On April 30 JAMES C. HAAHR left the Office of Panamanian Affairs. He is now an inspector with the Office of the Inspector General. SUSAN WALTERS resigned from the Department on April 11 to join the Securities and Exchange Commission. ☐

Intelligence and Research

Ambassador RONALD I. SPIERS, director of the bureau, recently briefed seven ambassadors who were in the Department, during May, on consultation or home leave. The briefings were for Ambassador O. RUDOLPH AGGREY, Romania; RODNEY KENNEDY-MINOTT, Sweden; DONALD BERGUS, Sudan; SAMUEL LEWIS, Israel; MICHAEL MANSFIELD, Japan; ARTHUR HUMMEL, Pakistan; JOAN CLARK, Malta; WILLIAM SCHAUFELE, Poland; and STEPHEN BOSWORTH, Tunisia.

SANDRA SHAW, chief cartographer in the Office of the Geographer, attended the annual meeting of the Association of American Geographers in Louisville, Ky., April 13-16. BILL HEZLEP, cartographer, attended the 40th annual meeting of the American Congress on Surveying and Mapping, in St. Louis, March 9-14. A map by Mr. Hezlep received an award for superior cartographic design. DAVID H. COHN, director of the Office of Economic Research and Analysis, left the bureau on May 16, to attend the THinc Alternate Career Planning Program in the Department, prior to retirement. KENNETH J. SCOTT, on detail from the National Security Agency, returned to a new assignment at that agency, May 9. JAMES BURRIDGE was assigned to the bureau to replace Mr. Scott, April 29. MILDRED H. GUILLORY and BETTI J. MACK have joined the bureau as secretaries. Interns MARGARET BRANNIGAN and MAUREEN CARTEY have returned to school, as has PATRICIA CONNAUGHTON, reader. Ms. Connaughton has been replaced by TIMOTHY REGAN.

WILLIAM LOFSTROM, analyst, lectured at the University of Arkansas at Fayetteville, on "U.S. Attitudes on Key Bolivian Issues: Democratization and the Outlet to the Sea," May 24. ELIZABETH McKUNE, analyst, attended the Foreign Service Institute's executive performance seminar, May 3-9. ROBERT N. ALLEN, chief of the Middle America-Caribbean Basin Division, and GORDON DUGAN, analyst, attended an Office of Long Range Analysis-sponsored review of a study on Mexico, under preparation by JORGE DOMINQUEZ, at Harvard University, April 18. REED FENDRICK, analyst in the Office of Analysis for African Affairs, attended a "Face to Face" meeting on development in southern Africa at Carnegie Conference Center, April 29.

HUGH C. MACDOUGALL, chief of the

Western Africa Division, participated, April 23, along with analyst **HARLAN ROBINSON**, in an educational cable television program on Africa, sponsored by "Close-Up" and broadcast to high schools throughout the nation. **MARTIN LOWENKOPF** addressed a seminar on Zimbabwe at Hoover Institute, Stanford University, March 24. **ANTON W. DEPORTE**, director of the Office for Western European Analysis; **F. HERBERT CAPPS**, deputy director; division chiefs **JOHN CANTEWELL** and **TERRENCE GRANT**; and analysts **LUCY KORNEI, CLARK NORTON, HUGH DE SANTIS** and **BOWMAN MILLER** participated in a conference on Europe in the 1980s, at Reston, Va., April 25–27. Mr. Capps also attended the annual meeting of the Society for the Advancement of Scandinavian Study at the University of Michigan in Ann Arbor, May 1–3. Mr. De Santis participated in a Wilson Center discussion of European defense issues conducted by the current ambassador to the U.S. from the Netherlands, May 5. Mr. Capps and **JOHN CAMPBELL**, analyst, attended a Georgetown University ceremony granting the Swedish banker and stateman **MARCUS WALLENBERG** an honorary degree, April 10.

MARTHA MAUTNER, deputy director, Office of Analysis for the Soviet Union and Eastern Europe, participated in a panel discussion of Soviet politics at Rock Valley College in Rockford, Ill., March 28. She also spoke on U.S.–USSR relations to the Foreign Policy Seminar at the American University, April 3, and to a student group sponsored by "Close Up," May 1, in the Department. DONALD GRAVES, chief of the Soviet International Division, spoke on Soviet unofficial artists, at Dickinson College, Carlisle, Pa., March 29. He also was a panelist in a discussion of the Soviet political leadership at the Rocky Mountain American Association for the Advancement of Slavic Studies chapter meeting in Albuquerque, April 25. **MORTON SCHWARTZ**, analyst, Soviet Foreign Political Division, addressed a seminar at the Woodrow Wilson School of Princeton University on Soviet-American relations, April 24. He also lectured to students at the University of Connecticut, in Storrs, on U.S.–Soviet policy as viewed by the Soviets, April 18. **WAYNE LIMBERG**, analyst in the same division, discussed the Soviets and Afghanistan with a group from Philadelphia High School who visited the Department, April 11. He also talked to the Washington workshop on U.S. foreign policy, in the Department, May 1, and on the Soviets and Africa at the Georgetown Visitation Preparatory School, May 5. **JONATHAN BEMIS**, analyst, lectured on U.S./Soviet/West European relations at St. John's University, St. Cloud, Minn., April 24–25. **SIDNEY PLOSS**, analyst, spoke on "Soviet Leadership After Brezhnev" at the conference of the Washington, D.C. chapter of the American Association for the Advancement of Slavic Studies, May 2. □

International Narcotics Matters

Deputy assistant secretary JOSEPH H. LINNEMANN attended a meeting of the advisory committee of the UN Defence Research Institute work program, in Rome, April 24–25, to discuss the institute's work program for the '80s as it relates to narcotics control. Deputy assistant secretary **EDWIN G. CORR** and **HARRY L. COBURN**, director, Office of Program Management, attended a special meeting at the Organization for Economic Cooperation and Development, in Paris, May 9, to discuss mutual narcotics-control aid efforts in Thailand with representatives of 17 other countries, the European Community, the World Bank and AID.

During April 28–May 12, **JAMES THORSEN** and **NORMAN ROSNER**, Office of the Controller/Executive Director, traveled to Singapore to conduct a management review of the air maintenance contract. Data from this contract is expected to be useful in negotiating a new contract for the Burma anti-narcotics efforts.

MANUEL GALLARDO, the bureau's adviser for narcotics demand reduction, met with officials of the governments of Peru and Ecuador, to explore areas for future bilateral and multilateral collaboration in drug abuse prevention, during his recent trip to those countries, April 17–29. On May 4, **PETER KENDIG** completed his 120-day temporary duty in Bogota, Colombia, as aviation adviser to the narcotics assistance unit in the embassy. On consultations in the Department, he debriefed the bureau staff on the status of the anti-narcotic aviation program in Colombia. He has now returned to his duties with the U.S. Customs Service in Tucson. The steering committee for "Studies on the Control of Illicit Narcotics Plants" organized a meeting for late May to discuss coca control. **JOSEPH McLEAN**, program officer for Mexico, chaired the committee, composed of representatives for the Department of Agriculture; Department of Health, Education and Welfare; the White House Office of Drug Abuse; and the Science Adviser's Office. The studies will advise the assistant secretary on the effectiveness of various chemical and biological methods of control, and the safeguards which foreign governments should employ if they are used. **LACEY KING**, secretary to the director, Office of Program Management, attended the Foreign Service Institute's management skills seminar for secretaries, in Berkley Springs, W. Va., May 7–9. □

DEPARTMENT OF LOOK-ALIKES

Mr. Gershenson

Mr. Castellano

It's not true, period, that Robert S. Gershenson is a refugee from the celebrated movie, "The Godfather." Mr. Gershenson, rather, is State's deputy assistant secretary for personnel. If you thought otherwise, you must have confused him with Richard Castellano, who played the character called Clemenza in the film. □

International Organization Affairs

MICHAEL NEWLIN, deputy assistant secretary for political and multilateral affairs, has been designated acting assistant secretary for the bureau. Ambassador **JOHN W. McDONALD JR.**, will head the U.S. delegation to the first follow-up conference on technical cooperation among developing countries, in Geneva, May 26–June 2. He spoke to the Cosmos Club in Washington, May 20, on eco-

U.S. MISSION TO UN—At awards ceremony, from left: ***George Saddler, Frank DiNoia, Nancy Ford,*** **Ambassador** ***Donald F. McHenry, Arthur Quill, Estelle Aubin, Helene Barcori, Brian Bennett, Margaret Gregal, Carl Ash, Andrew Ness Jr., Bess Trinks, Daniel Strasser.*** **Robert Rosenstock, who received an award, was not present.** ☐

nomic development and the UN.

CSANAD TOTH, special assistant, addressed the Philadelphia Regional Conference for Women, May 9. He also addressed the Connecticut Conference on UN Reform, in Bridgetown, May 17. MARTIN JACOBS, Agency Directorate for UNESCO, was an adviser on the delegation to the UNESCO intergovernmental meeting on communications development, in Paris, April 14–21. ROBERT GEHRING, Office of the Agency Director for Agriculture, served as an adviser on the delegation to the ninth session of the Committee on Food Aid Policies and Programs, World Food Program of the UN, in Rome, April 14–25.

RICHARD T. MILLER, International Economic Policy Staff, was an adviser on the delegation to the fifth session of the Preparatory Committee of the International Development Strategy, UN General Assembly, New York, April 14–25. CONSTANTINE WARVARIV, agency director, transportation and communications, served as representative to the 13th session, executive council, World Tourism Organization, Madrid, April 21–25. He also was adviser on the delegation to the executive council, Universal Postal Union, in Bern, May 5–16, and attended as alternate representative at the administrative council meeting, International Telecommunication Union, in Geneva, May 12–30. In addition, Mr. Warvariv headed the U.S. delegation to the executive council of the Intergovernmental Maritime Consultative Organization meeting, in London, June 2–6. ROBERT I. RANDOLPH, Office of Development and Humanitarian Programs, was alternate representative to the third session, UN Commission on Human Settlements, Mexico City, May 6–16. HERBERT G. WING, Office of Development and Humanitarian Programs, co-chairman of the Federal Interagency Committee for the International Year of the Child, was present at the White House presentation to PRESIDENT CARTER by JEAN CHILDS YOUNG of the U.S. National Commission's Report on the International Year of the Child.

FRANK S. LANCETTI, Office of Science and Technology, attended as an adviser on the U.S. delegation to the preparatory committee and 32nd session of the executive committee, World Meteorological Organization, in Geneva, May 8–29. ALFRED P. BRAINARD, deputy director, Policy Management Staff, served as representative to the UN Committee on Information, in New York, May 9–16. PHILIP S. KAPLAN, director of multilateral plans and coordination, addressed a conference of military officers, May 7, and the 147th junior Foreign Service officer class, May 16, on U.S. foreign policy. KATHLEEN B. ANDERSON has been reassigned from her post as acting director of the Office of UN Budget and Administration to Inter-American Affairs as country officer for Costa Rica and Honduras. M. DEBORAH WYNES returned, May 12, from consultation with the U.S. mission in Geneva on specialized agency budgets. She also served as an adviser to the U.S. delegation to the 17th session of the Geneva Group Consultative Level. BARRY F. GIDLEY, formerly of the Office of Budget, is on detail to the Office of International Management Staff as senior budget consultant and acting director of the Office of UN Budget and Administration. JAMES STROMAYER, U.S. coordinator for the projected UN Conference on New and Renewable Sources of Energy, participated in a symposium on "Energy Update—1980," sponsored by the International Management and Development Institute, May 6. Mr. Stromayer addressed the Great Decisions seminar on the UN, at Georgetown University, May 12; and, May 13, participated in a seminar on basic needs and the new international economic order, sponsored by the Overseas Development Council.

ROBERT E. KAUFMAN was sworn in as deputy U.S. representative on the Economic and Social Council of the UN, replacing JAMES BAKER, who resigned. JOHN WARD, Office of UN Political Affairs, was at the Foreign Service Institute before departing for his assignment to Kinshasa. PETER BRUSH, from the Department of Energy, and STANLEY FRALEY, from the Arms Control and Disarmament Agency, have been assigned to the International Atomic Energy Agency in Vienna as scientific and technical affairs officers. MAUREEN BADER, from the Bureau of Administration, has been promoted to conference documents officer at the U.S. mission to the Organization of American States. EDMOND McGILL, Office of Management, served as alternate representative to the Committee on Conferences, UN General Assembly, New York, April 21–25. DAVID ROWE, Director of UNESCO Affairs, and NORMAN T. SHAFT, deputy director, Office of Human Rights Affairs, served as advisers on the delegation to the 109th meeting of the executive board and special committees, UNESCO, in Paris, April 21–June 6. DANIEL FANTOZZI, Office of Development and Humanitarian Affairs, attended as an adviser on the U.S. delegation to the UN Development Organization's Permanent Committee and Industrial Development Board, in Vienna, May 5–19. NEIL A. BOYER, director, health and narcotic programs, was a delegate to the 33rd World Health Assembly of the World Health Organization, in Geneva, May 5–23. He also attended the 19th meeting of the governing council of the World Health Organization's International Agency for Research on Cancer, May 2, in Lyon, France, and the World Health Organization's executive board, May 26–27 in Geneva. DORIS AUSTIN, acting director, Office of System Coordination, attended as alternate representative the Committee for Program and Coordination, Economic and Social Council, in New York, May 12–30. □

Blachly's June quiz: Presidents

(Answers on Page 28)

By Fred Blachly

Every four years we elect one. Come hell or high water, war or peace, depression or prosperity, we go to the polls and mark our ballots.

Listed below are a baker's dozen questions about past Presidents. At 10 points for each correct answer, see how high a score you can make.

1. What President said: "It had better be known, in the outset, whether the President is the head of the government or the registering clerk of the Senate."?
2. What President killed a man in a duel over horse racing?
3. What President served the shortest length of time in office?
4. What President served the longest time in office?
5. Who were the two tallest Presidents?
6. Who was the shortest President?
7. We have had 10 Presidents who were generals, but only one who was a five-star general. Who was he?
8. What President was described as having "no platform, a very tenuous partisan identification, and a disinclination to counter the aims of Congress . . ."?
9. How many Presidents have been assassinated? Who were they?
10. Who was the first President to talk to the nation by radio?
11. Of what President was it said that the Lord was very kind to him . . . He always tells him to do the thing he wants to do."?
12. What President, in reply to a question about his drinking habits, said: "Madam, I may be the President of the United States, but my private life is nobody's damn business."?
13. Of what President was it written that at the end of his terms he left his political party "at one of the low points in its history, and left the Presidency with only shreds of its prestige."? □

Near Eastern and South Asian Affairs

Assistant Secretary HAROLD SAUNDERS addressed members of the National Committee on American Foreign Policy during their Washington meeting on April 22. Mr. Saunders also spoke to the Washington Conference of the International Investor Institute, April 30, in Washington. Deputy assistant secretary JOSEPH TWINAM discussed Persian Gulf policy before the board of directors of the International Road Federation, April 10. On April 16, Mr. Twinam spoke on overall Middle East policy before New England businessmen gathered at the Brookings Institution in Washington for a week-long seminar. Deputy assistant secretary MORRIS DRAPER addressed members of the Houston Jewish Welfare Federation at a White House meeting, on April 16. ROBERT PECK, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, traveled to New Jersey and New York, April 14–15. He addressed Air Force chaplains at McGuire Air Force Base and participated in a series of public lectures and meetings arranged by Ulster County Community College. On May 4, Mr. Peck addressed a meeting of the national executive committee of the Zionist Organization of America in Los Angeles.

CHARLES E. MARTHINSEN, director, Office of Egyptian Affairs, met with the international studies group of the Georgetown Presbyterian Church, April 21, to discuss Egyptian-American relations. GEORGE B. LAMBRAKIS, director, Office of Regional Affairs, was recently interviewed for Oregon Public Broadcasting Service television on a number of issues affecting American policy in the area of Southwestern Asia and the Persian Gulf. On April 23, Mr. Lambrakis briefed a group from the National Association of Evangelicals on current American policy in the Middle East/Southwest Asian region. Colonel WOOLF GROSS, bureau political-military adviser, traveled to Newport, R.I., May 7, to speak to a conference, jointly sponsored by the International Visitors Council and Salve Regina College, on U.S. security interests in the Persian Gulf/Indian Ocean area.

On April 25, QUINCEY LUMSDEN, deputy director of the Office of Arabian Peninsula Affairs, addressed a conference in Putney, Vt. JERRILYNN PUDSCHUN, desk officer for Tunisia, spoke before a seminar on economic and cultural aspects of the Middle East, sponsored by the Ward Memorial Church in Washington, April 26. LAWRENCE N. BENEDICT, Bangladesh desk officer, attended the Bangladesh aid consortium meeting, May 12–13.

On April 16, the Office of Egyptian Affairs was host to 35 members of Egypt's National War College who visited Washington. Deputy assistant secretary MORRIS DRAPPER, office director CHARLES MARTHINSEN, deputy director SAM PEALE, and representatives of the bureau's Office of Regional Affairs, the Bureau of Politico-Military Affairs, Department of Defense and the National Security Council took part in the briefing sessions. Several bureau officers attended a Georgetown University symposium, April 10–11, on "The U.S., Saudi Arabia and the Gulf," which brought to Washington prominent political, academic and journalist personalities from the countries of the Gulf as active participants. FREDERICK J. SHEPPARD, post management officer, recently visited Lebanon, Syria, Iraq, Jordan and Egypt where he held discussions with embassy administrative officers. Mr. Sheppard also visited Israel in connection with the Office of Foreign Buildings Operations' real estate studies of American-held properties in that country.

Ambassadors recently consulting in the bureau included JOHN GUNTHER DEAN, Lebanon; STEPHEN W. BOSWORTH, Tunisia; ARTHUR W. HUMMEL JR., Pakistan; SAMUEL W. LEWIS, Israel; ALFRED L. ATHERTON JR., Egypt; JOHN WEST, Saudi Arabia; and ambassador-designate to Nepal PHILLIP TRIMBLE. The bureau has welcomed three student interns for the spring semester. They are WILLIAM HAMMINK, JUDITH MENDELSOHN and EDWARD ZUGHAIB, who have been assigned, respectively, in the Office of Arabian Peninsula Affairs, Egyptian Affairs and the Office of the Public Affairs Adviser.

WILLIAM IMBRIE recently joined the bureau as staff assistant in the Office of the

Assistant Secretary.

He replaces MARC GROSSMAN, who has been detailed to the White House.

Newly assigned personnel to the bureau include JUANITA HOLSENDORFF, mail and file assistant, Communications Center; LORETTA ROBERTS, secretary, assigned to the bureau Post Management Office; VERONICA WADE, secretary, Office of Iraq, Jordan, Lebanon and Syria Affairs; PAMELA JOHNSON, secretary, Economic Affairs; and SHARON JOHNSON, secretary, Office of Pakistan, Afghanistan and Bangladesh Affairs. □

Sinai Support Mission

C. WILLIAM KONTOS, director, presented the Superior Honor Award to JAMES WALLEN, associate director for engineering, for his supervision of mission technical operations and his approaches to the applications of technology to peacekeeping elsewhere in the world. Mr. Kontos traveled to Chicago to consult with U.S. businessmen, May 19. LESLIE E. JACOBS, engineer, traveled to Minneapolis, to review technical details of the mission's contract with Honeywell, May 15-16. RICHARD J. HENRY, controller, visited the field mission for two weeks' temporary duty, returning May 13. Mission director KENNETH A. HARTUNG was in the United States for two weeks' consultations. Communications officer ALAN FRIEDBAUER completed his tour of duty at the mission and departed post for reassignment to Ottawa. MARY LOUISE REGAN, secretary, completed her tour of duty at the mission and departed post for reassignment. DANA DOO, secretary, arrived at the mission for six week's temporary duty. □

SINAI SUPPORT MISSION—*C. William Kontos*, director, left, presents Superior Honor Award to *James Wallen*, associate director for engineering. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING chaired meetings, April 2, with a Venezuelan delegation headed by the Venezuelan minister of science and technology, to discuss U.S.-Venezuelan science and technology cooperation. On April 14, Mr. Pickering participated in a discussion group on nuclear non-proliferation issues sponsored by the Council on Foreign Relations in New York. Ambassador GERARD SMITH also attended the meeting and made opening remarks to the group.

The U.S.-Spanish Council meeting took place, April 18. Mr. Pickering was a member of the U.S. delegation which was headed by former Secretary CYRUS VANCE. Mr. Pickering participated in the public forum honoring the 10th anniversary of "Earth Day" sponsored by Carnegie Institute in Pittsburgh, April 19. His topic was "The Expanding Borders of International Environmental Concerns."

On April 29, RICHARD E. BENEDICK, coordinator of population affairs, testified on U.S. international population policy before the Senate Foreign Relations Committee and a joint hearing of the House Appropriations Subcommittee on Foreign Operations and the House Foreign Affairs Committee. The Senate testimony focused on national security aspects of world population trends; in his House testimony, Mr. Benedick emphasized population program and biomedical research accomplishments and current needs. On April 30, Mr. Pickering and Mr. Benedick met with a group of biomedical research scientists, who described promising current leads in contraceptive technology.

During the first week of April, MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs and JAMES A. STORER, director, Office of Fisheries Affairs, were on the west coast to discuss fishery matters with industry and Government representatives in San Diego and Seattle. DONALD R. KING, director of the Office of Environment and Health, was the U.S. representative to the 8th governing council meeting of the UN environment program, held in Nairobi, April 16-May 1. EDWARD MAINLAND, Office of Environment and Health, was a member of the U.S. delegation. Dr. King was the Department adviser on the U.S. delegation which attended the meeting on international regulation of emission of chlorofluorocarbons, held in Oslo, April 14-15. As chairman of the U.S. National Committee on Man and the Biosphere, Dr. King attended a meeting in Durango, Mexico, April 8-11, on social and environmental consequences of natural resources policy.

EDWARD BITTNER, deputy director of the Office of Food and Natural Resources, was a member of the U.S. delegation to the U.S.-Mexico Border Health Association meeting held in Saltillo, Mexico, April 20-23. MURRAY ZINOMAN has joined the bureau as China Affairs officer in the Office of Cooperative Science and Technology Programs. Mr. Zinoman was formerly the Taiwan coordination adviser in the Bureau of East Asian and Pacific Affairs before coming to this bureau. DAVID HENDERSON of the Office of Energy Technology Cooperation has recently returned from an overseas assignment in Asuncion.

LOIS HOBSON has joined the bureau and will work primarily on issues dealing with science and technology for development. Ms. Hobson has been an employee of AID and has served on the staff of the coordinator for the UN Conference on Science and Technology for Development. BERNARD FEMMINELLA recently joined the bureau as the officer responsible for science attache support. Mr. Femminella's previous assignment was in the Department of Defense, where he was a participant in the State-Defense exchange program. □

Politico-Military Affairs

Office of the Director: Director REGINALD BARTHOLOMEW, accompanied by deputy director DAVID C. GOMPERT, traveled to Lisbon, May 3-5, for U.S.-Portuguese consultations, and to Brussels, May 5-7, where he chaired NATO's Special Consultative Group meeting on theater nuclear forces arms control. Mr. Bartholomew also accompanied SECRETARY MUSKIE to Brussels and Vienna, May 13-17.

Office of International Security Policy: Mr. Bartholomew was designated chairman of NATO's special consultative group on arms control involving theater nuclear forces, January 24. He chaired three meetings of the Group in Brussels—on January 25, March 13–14, and May 6–7. Participating bureau officers were deputy director DAVID GOMPERT, office director THOMAS McNAMARA, special assistant LEON SIGAL, political military officer MICHAEL LEMMON and political military officer RICHARD CLARKE.

Office director THOMAS McNAMARA attended the NATO Conference of National Armaments Directors meeting in Brussels, April 22–23, and a conference at the London School of Economics, April 23–25, on security, detente and arms control in Europe. Mr. Lemmon participated in a National Security Affairs Institute workshop on "Understanding Recent Soviet Behavior," February 13, at the National Defense University. He also participated in a Finnish-American seminar on "The Eurostrategic Dispute," sponsored by the Center for Strategic and International Studies.

Office of International Security Operations: Commander ROBERT BURKE accompanied Director REGINALD BARTHOLOMEW to London in April for Indian Ocean talks. Lieutenant PATRICK STILLMAN of the Coast Guard Academy will join the staff this summer. DREW HARKER will report for duty as a summer intern in June.

Office of Munition Control: Office director WILLIAM B. ROBINSON addressed the third annual Government Contracts Institute at Lehigh University in Bethlehem, Pa, May 2. JOHN SANFORD, licensing officer, toured Sperry Rand's Marine Division plant in Charlottesville, Va., and briefed company employees on export licensing procedures, May 1.

Office of Security Assistance Special Projects: IRWIN PERNICK joined the staff as deputy director, effective April 20. Lieutenant Colonel TOM McNIFF joined the office as military assistant to the director. □

BERLIN—At reunion of political/military officers are, left to right: *James L. Clunan* (1974–78), *James W. Swihart Jr.* (1978–present), *Homer R. Phelps* (1970–74), and Minister *David Anderson* (1967–70). □

Public Affairs

The annual foreign policy conference for senior business executives was held in the Loy Henderson Conference Room on May 12. More than 300 executive officers of American firms doing business overseas, as well as businesswomen, and officers of black and other minority businesses gathered to hear SECRETARY MUSKIE and his senior aides. DIXON BOGGS, director, Office of Public Programs, was the moderator at the morning sessions, and WILLIAM DYESS, deputy assistant secretary, was moderator for the afternoon core. MARIE BLAND, Office of Public Programs, was conference manager. A reception on the eighth floor concluded the conference.

Office of Press Relations: On April 8 deputy assistant secretary TOM RESTON addressed the alumni of the School of Public Communication at Boston University. His address focused on communication during an international crisis. On April 26 associate spokesman DAVID PASSAGE accompanied Ambassador DIEGO ASCENCIO from Havana to Florida. For the duration of Mr. Ascencio's stay in Florida, Mr. Passage acted as his spokesman. He also accompanied him back to Washington for the welcoming ceremony at the Department.

Office of Public Programs: DIANA HENSHAW met with groups at Montgomery College, Prince Georges Community College, Andrews Air Force Base, and Leisure World of Maryland during May and briefed them on foreign policy issues.

WILLIAM DIXON BOGGS has succeeded TEX HARRIS as director. Mr. Boggs, a career Foreign Service officer, is a native of West Virginia. His previous assignments have been in Brussels, France, Saigon, and as political counselor in Canberra. □

Office of Public Communication: The film "From Where I Sit," received an Honorable Mention in the public service non-profit category of the 22nd Annual American Film Festival, held in New York, May 25–30. The film will now be included in the festival program, which will be distributed to members of the Educational Film Library Association. MARY BOYD SWANN joined the Special Projects staff, May 19. Formerly a public information specialist in the Bureau of Inter-American Affairs, Ms. Swann's primary responsibility will be to assist in the development and management of the bureau's audiovisual programs.

Executive Office: ALVIN RICHMAN from the International Communication Agency entered on duty in the Office of Plans and Opinion Analysis, May 5, as a social science analyst. CRAIG CARSON entered on duty in the Office of Press Relations, May 12, as a summer employee. EILEEN McCORMICK also reported as a summer employee, May 18. PAULA LORFANO was reassigned from Recruitment to the Office of the Historian as a text editor-typist, April 21.

Office of the Historian: On April 19, N. STEPHEN KANE gave a paper, "United States Relations with Guatemala during the Guatemalan Revolution, 1944–54: A Preliminary Critique of Selected Secondary Literature," at the first annual meeting of the Middle Atlantic Conference of Latin Americanists, held at the University of Delaware. ■

Please Clarify Dept.

"The following items were reported left at the Residence: one disposable diaper (unused), one beach towel, one soccer ball, one pair of men's shoes, one Head racket cover, and one bikini top. These items are available in the FLO, except for the bikini. For this, please contact the Ambassador."—Item appearing in El Quetzal, the Guatemala post newsletter, reprinted in its entirety. □

NEW DIRECTIVES

Organization and functions

Certain organizational changes in the Bureau of Economic and Business Affairs (EB) became effective March 24, 1980. (FAMC No. 15)

Personnel

The program under FAMC No. 788, April 10, 1979, for conversion to FSR (FAS candidate) or to Foreign Service Reserve officer with unlimited tenure (FSRU) has been terminated. (FAMC No. 16)

Regulations and procedures for submitting, filing, controlling and allowing public access to financial disclosure reports required of certain employees and nominees for certain classes and positions in the Department and the Foreign Service were issued. A copy of a new single Standard Form 278 (SF–278) (Rev. 1/80), Financial Disclosure, which replaces the previously used SF–278 (Rev. 4/79) and SF–278A (Rev. 4/79), was also provided. (FAMC No. 17)

The validity of FAMC No. 749, "The Career Candidate Program," dated April 24, 1978, has been extended to April 22, 1981. (FAMC No. 18)

The validity of FAMC No. 790 (USICA Circ. 360 & 36F), "Hours of Duty for Foreign Service Officers (FSOs) and Foreign Service Information Officers (FSIOs)," dated April 24, 1979, has been extended to April 24, 1981. (Uniform State/USICA Issuance) (FAMC No. 19)

The validity of FAMC No. 727, "Access to Personnel Records," dated May 2, 1977, has been extended to May 2, 1981. (FAMC No. 20)

On February 27, 1980, the director general of the Foreign Service and director of personnel approved the designation of the appropriate deputy assistant secretary for personnel to share with the director general the authority to confer the title of counselor. (Section 614.3b.) (TL:PER–498)

The time limit during which eligible Foreign Service employees may appeal suspensions and separations to the Merit Systems Protection Board is changed from 15 to 20 days. (Sections 766.8b and 767.12.) (Uniform State/AID/USICA Regulations) (TL:PER–499)

Economic affairs

The CERP numbers were reversed on the two new questionnaires issued under TL:ECON–60. The correct numbers are: CERP 4256, for "Petroleum Industry Production and Processing Questionnaire," and CERP 4257, for "Petroleum and Natural Gas Trade Questionnaire." (Exhibit 134.1 (pp. 1–2, 4–5).) (TL:ECON–62)

The new topic of optional WTDRs is added to the section on ADS reporting. (New section 174.6.) (TL:ECON–63) ■

FOREIGN SERVICE INSTITUTE—Recent graduates of the Foreign Service secretarial training class are, left to right, front row: *Carol L. C. Davis*, St. John's, Antigua; *Terri G. Lindsey*, Port-au-Prince; *Doris E. Cabral*, Ankara; *Patricia Lynn Hamilton*, Panama City. Second row: *Linda L. Lager; Paula A. Dundon*, Brazzaville; *Carole S. Bedore*, Tegucigalpa; *Rachel J. Burrola; Lorraine A. Frankenberg; Elizabeth Salalayko*, UN, New York. ☐

A secretary's prayer

(Ingrid Zenger in the Embassy Bern newsletter, the Bern Bag)

Help me, please, to have the memory of an elephant.
Or at least, one that is three years long.
Let me be able, by some miracle, to do six things at once.
And grant me the ability to answer three telephones simultaneously.
As I frantically type a letter which "MUST go today"
Although I know it won't get signed until tomorrow.
Give me, I plead, the knowledge of a university professor
Along with my poor Matric Certificate and Secretary's Diploma.
Help me never to loose patience searching for a document which is eventually found on the boss's desk.
Help me acquire second sight so that I may know, without being told, where the boss is, what he is doing and when he will be back.
Keep my ears clear and alert so I may not fail to hear exactly what the boss is dictating, even though he may blow his nose, suck his pipe, or stroll around the office.
Grant me perfect eyesight to read drafts hastily written with a blunt pencil, changed by various persons along the line, and amazingly decorated with arrows, lines, asterisks, etc.
Keep me pleasant at twenty-past-four when urgent work is rushed to me and the boss keeps popping in at 30-second intervals to see if it's done.
And when each year draws to an end, grant me the power to keep my mind off such unimportant things as a bonus or raise, and help me to keep the next year's resolution to try to be
A perfect and loyal secretary. ☐

—(Continued from inside front cover)

discriminatory, and can only hope that you add my voice to the horde.

I do, however, feel in all honesty that a class action suit would only inflame the powers that be, and that suing the Department would be a negative action. I for one will take the examination next year also. Perhaps if I can achieve an even higher score, the Department will have no further excuses.

In the meantime, as a staffer, being used to this kind of treatment from my employer, I remain a staffer with a profound loss of faith in my employer. Thanks again.

Sincerely,
Joan M. Smith ☐

"One small step"

Dear Sir:

The Department has taken one small step in the right direction by increasing the number of women and minority candidates entering the Foreign Service through the regular examination process. The Women's Action Organization strongly supports the principle of building a career Foreign Service with the principal intake at the entry level.

We also support a differential score for minority candidates' further assessment. As the Habib committee report pointed out, the determination of the pass score is made not on the basis of what constitutes a minimal acceptable qualification but how many new entrants the Department needs and the level of resources they are willing to invest in the assessment process. We expect that the use of a differential score on the written exam for minority candidates should produce a pool of well-qualified candidates who will do well in the assessment center. If this can be continued, the Foreign Service will become more truly representative of the peoples of the United States.

But much remains to be done. It is not enough to bring more women and minorities into the Foreign Service. They will not remain if bias then intrudes into counseling, assignments, training and OERs, to prevent them from advancing as rapidly as their white male colleagues.

So keep up the good work. But let's start employing the principles of equal opportunity to all phases of the personnel operation to ensure more open and fair competition.

Sincerely,
Marguerite Cooper King
Interim vice president for State ☐

What the courier brought

Embassy Bangkok

Lads:

A little wordplay for you . . .

- Old songwriters never die; they just decompose.
- Selection-out is always a disappointment.
- A barber's job can be distressing.
- Her transfer from Hong Kong left her feeling disconsulate and disoriented.
- Striking musicians displayed a disconcerting air.
- The reformed-alcoholic ghostwriter returned to journalism feeling doubly dispirited.

And a couple for the linguists out there:

- In 1945, Italians deduced a need for a change.
- Debauchery is difficult for Germans to stomach.

I am a diplomatic courier who has been disilyushined flying Aeroflot.

Sincerely,
William R. Curley ☐

The time of the Titanic

Washington

Dear Sir:

Re Blachly's April quiz, on ships, Question No. 10 asks: "What is the name of the 'unsinkable' ship that was done in by icebergs on the night of *August* 14-15, 1912? (Answer: Titanic)."

The Titanic went down on the night of *April* 14-15, 1912.

Sincerely,
Amalya A. Johnson
Arms Control and Disarmament Agency ☐

'I, too, have a sister'

Washington

Dear Sir:

I enjoyed your article (Newsletter, April) on the sisters in the Department. But I feel slighted. I, too, have a sister in the Department. I would like to have us also pictured in the next edition.

We come from a large family—eight children of a minister, etc. I have been with the Department for 14 years. My sister, Etheleen Rice (Bureau of Intelligence and Research) has been in the Department for 10 years.

Sincerely,
Joann Rice
Bureau of African Affairs

Etheleen Rice* (standing) and *Joann Rice*. *(Photo by Robert Kaiser, Visual Services)

■

American diplomacy 1780

BY JAN K. HERMAN

JUNE 1780

PERSONA NON GRATA

In the first week of June, the city of London is wracked by domestic violence so severe that the government almost falls. Lord George Gordon, an eccentric Scottish nobleman, leads a demonstration on Parliament to present an anti-Catholic petition. The demonstration quickly turns into an ugly mob. Roman Catholic chapels and dwellings are put to the torch, and then the rioters set fire to Newgate Prison and attack the Bank of England. After several days of uncontrolled frenzy, troops quell the disturbances, but not before 450 people are killed or injured.

Benjamin Franklin cannot conceal some satisfaction that certain British officials have gotten a taste of their own medicine. ". . . Lord Mansfield's [house] is burnt with all his furniture, pictures, books and papers. Thus, he who approved of the burning of American houses has had fire brought home to him."

But the old diplomat has little else to cheer about. The continuing Pierre Landais affair provides almost as much pain as his gout. The highly unstable Frenchman is up to his old tricks, threatening to take over the warship "Alliance," a command he feels he rightly deserves. On the 7th, Franklin warns Landais "not to meddle . . . or create any disturbances on board her, as you will answer the contrary at your peril." He directs the officers and crew to obey only John Paul Jones as their lawful skipper.

Nine days later, Franklin learns that Landais has violated his orders. The Frenchman boards the "Alliance" with Arthur Lee's encouragement, while Jones is absent, hoodwinks the crew, and sets sail for America, where he hopes to vindicate himself at the expense of Jones, his hated rival. The French offer to overtake the vessel on the high seas but Franklin has mixed feelings. Both Lee and Ralph Izard, his principal tormentors, are aboard. The "Alliance" sails on unmolested.

John Jay's unhappy mission to Madrid grows a bit more so. He has run out of money and must ask the Spanish foreign minister to pay for him a $333 debt. Floridablanca complies, but scolds Jay, reminding him that this is a one-time favor. The American diplomat's humiliation is compounded. The Spanish are reading his correspondence. Several packets of mail that arrive in Passy on the 13th have been opened, a candle having been used to soften the wax seals. With tongue in cheek, Franklin comments that "the curiosity of people in this time of war is unbounded."

The letter-writing feud between John Adams and the French foreign minister continues. Vergennes is still angry over the 40-to-1 American currency devaluation. He writes: "While I admit sir that that assembly [the Congress] might have recourse to the expedient of [devaluation] to remove their load of debt, I am far from agreeing that it is just or agreeable to the ordinary course of things to extend the effect to strangers as well as citizens of the United States." An exception should be made, he argues, for those French citizens who have risked their fortunes for the sake of American independence.

Adams tactlessly fuels the minister's rage by maintaining that instead of complaining, France should thank the United States for the privilege of commerce. As for compensation, Adams begs the question by saying that "The Congress have set it at 40 for one, and they are the best judges of this . . ." He rationalizes further in what Vergennes describes as "abstract reasonings, hypotheses, and calculations which have no real foundation."

(One of a series)

Poor Franklin is drawn into the fray. On the 29th, Adams writes to him defending his position. ". . . I may be inaccurate in some things, but in the principles I am well persuaded I am right . . . . This affair in America is very tender and dangerous business, and requires . . . all the firmness of Congress to extricate the country out of the embarassment arising from it . . ." In Franklin's mind, John Adams is himself responsible for most of the embarrassment. The senior diplomat informs Vergennes that Adams speaks for no one but himself.

On the 30th, the foreign minister asks Franklin to take up the devaluation matter with the Congress; he will no longer deal with Adams on any matters whatsoever. For all practical purposes, the New Englander is persona non grata. ■

OBITUARIES

Ralph Madden, 45, a communications employee in the Office of Communications, died on April 29. Born in Atlanta, he attended Berean Junior Academy and graduated from Washington High School in 1952. Soon after graduating, he volunteered for the Air Force. After serving in the Air Force for eight years, where he received training in communications, he continued to work in this field. He joined the Office of Communications in October 1962.

Mr. Madden

Mr. Madden received two high quality step increases and many commendations for his work. He leaves his mother, Mrs. Major Madden, grandmother, two brothers and four sisters. Letters of condolence may be sent to one of the sisters, Mrs. Barbara L. Ealey, 810 Jessica St., Oxon Hill, Md. □

Muneo Sakaue, 63, a retired Foreign Service officer, died of a coronary insufficiency on April 29. He entered Government service in 1945 and joined the Foreign Service in 1956. He served as a labor officer in Tokyo, 1958–60; vice consul in Frankfurt am Main, 1960–64; translations officer for USIA, in Tokyo, 1964–67; consul in Osaka-Kobe, 1967–71; in the Department in Washington, 1971–74; and as consul — again in Frankfurt am Main, 1974–76. After retiring from the Department in 1976 with 32 years of federal service, Mr. Sakaue was called on to serve short assignments at the embassies in Manila and Kingston, and most recently at the consulate in Amsterdam.

Born in Los Angeles, he received a bachelor's from the University of California, at Los Angeles, in 1940. He also attended Georgetown and George Washington universities. During World War II he taught at the adult education center, Rohwer Relocation Center, in Arkansas. Mr. Sakaue leaves his wife, the former Jane Kubota of Los Angeles, of the home address, 3705 S. George Mason Dr., 1114–S, Falls Church, Va. 22041; two sons and a daughter. □

John B. Dubois, 62, who served as budget/fiscal/disbursement officer in Helsinki, 1971–74, died on February 10. Mr. Dubois, a native of Massachusetts, worked in Belgium as an accountant before joining the Foreign Service in 1947. His first post was Milan, where he was appointed administrative officer. In 1954, he was transferred to Stuttgart as general services officer. Returning to the Department in 1955, he served as chief of the Foreign Service travel section, then Assistant chief of the budget and fiscal branch of the Office of Personnel. From 1958 until his retirement in 1974, he served as budget and fiscal officer in Addis Ababa, Tokyo, Cairo, Tegucigalpa and Guatemala. Survivors include his wife, of 7100 Sunset Way, Apartment 804, St. Petersburg Beach, Fla. 33706. □

Andrew E. Hanney, 81, a retired Foreign Service officer, died on March 10. He joined the Service in 1946 and was assigned as vice consul and administrative assistant in Hamburg. Mr. Hanney later held similiar posts in Stuttgart and Berlin, then was assigned as vice consul and passport control officer at Frankfort on the Main.

He later held assignments as vice consul, then consul, at Montreal; consul at Curacao; and chief of the assurances section in Washington. In January 1956 he was named assistant chief of the special projects branch in the Department. Mr. Hanney retired in July 1958. He leaves his wife, Helen, of the home address, P.O. Box 454, Groton, Mass. 04150. □

Ben Mark Cherrington, 94, the Department's first director of the Division of Cultural Relations and for many years director of the Institute of International Education in Denver, died at Presbyterian Hospital in Denver on May 2. Dr. Cherrington was appointed to the State position in 1938 by Secretary Cordell Hull.

During his long career in education, Dr. Cherrington served as director of the Social Science Foundation and professor of international relations of the University of Denver. He was granted a leave of absence from the foundation to organize the work of the newly-established Division of Cultural Relations in State, and returned to his post with the foundation in July 1940. He served as a member of the Department's advisory committee on cultural relations, as an adviser to many U.S. delegations, as chancellor of the University of Denver, October 1943–February 1946; and president of the American Adult Education Association, 1951–52. Dr. Cherrington received a bachelor's from the University of Nebraska, 1911; a master's from the University of California, 1922; a doctorate from Columbia in 1934; and honorary degrees from the University of Nebraska, 1946, and University of Denver, 1953. In 1956 Queen Elizabeth appointed him an honorary member of the Order of the British Empire.

Dr. Cherrington leaves his wife, Edith, of Denver; a son, seven grandchildren and one great-grandson. His daughter, Ann Mary Stevens, wife of Senator Ted Stevens (R.-Alaska), was killed in a plane crash in 1978. □

Nancy H. Marshall, 54, a Foreign Service secretary assigned to the Office of Medical Services, died on March 10. She joined the Department as a Civil Service secretary in the Office of Public Affairs in 1958. Transferring to the Foreign Service in 1959, she served as a secretary in Nagoya, Cairo, Manila, Rome, the Office of Security, Guatemala, Costa Rica, the Bureau of Inter-American Affairs and Pretoria. Survivors include her mother, who lives in Long Beach, Calif. ■

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A selective list of books written by career Foreign Service officers. State Department Library call numbers are given.

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Wheeler, Post. *Dome of many-coloured glass.* Garden City, N.Y., Doubleday, 1955. 878p. PS3545.H32Z5

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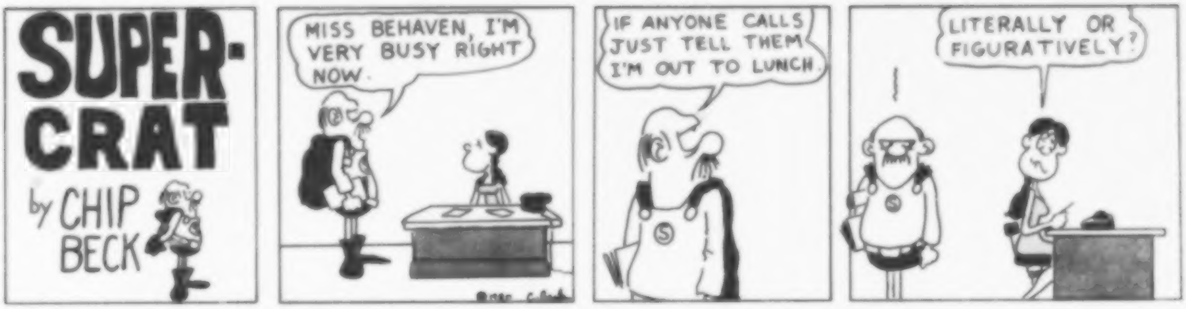
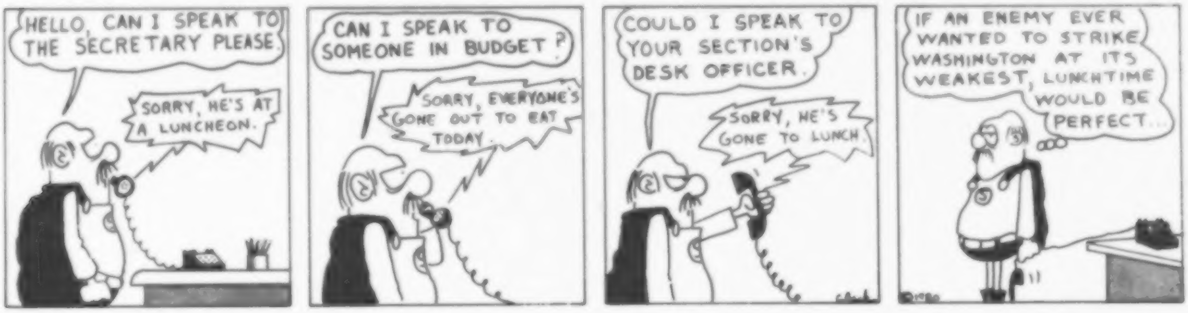
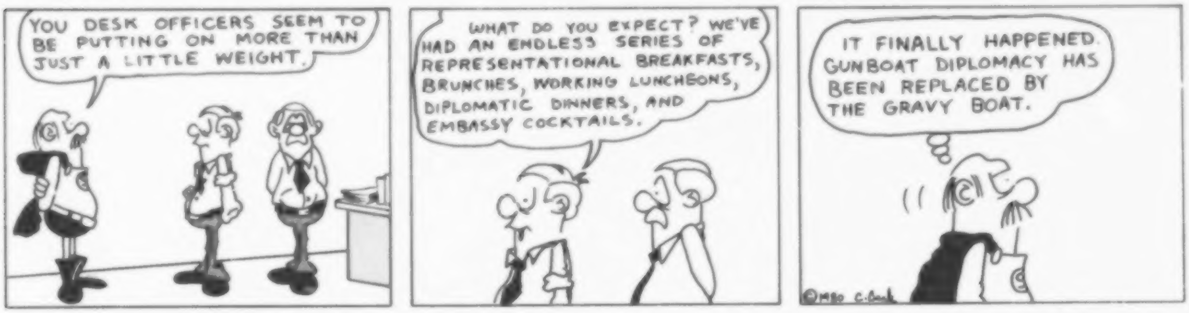
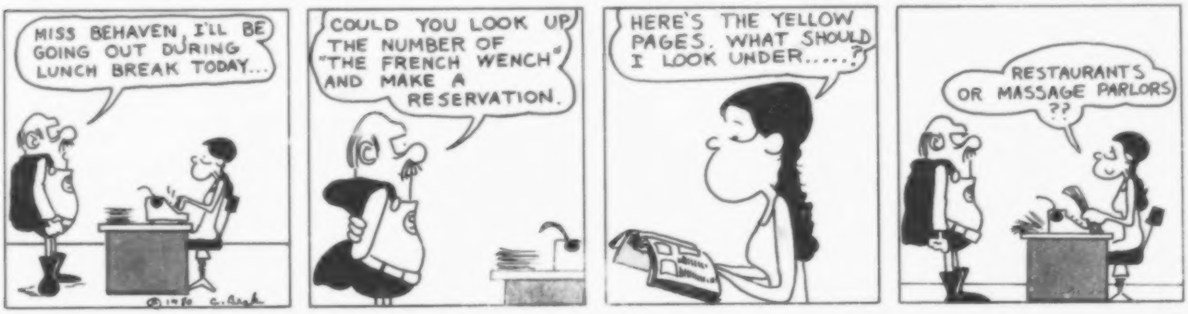
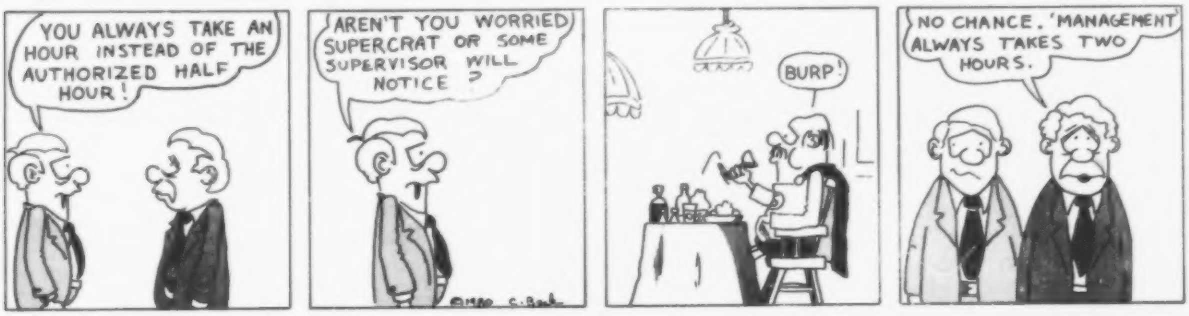

SUPER-CRAT
by CHIP BECK
MISS BEHAVEN, I'M VERY BUSY RIGHT NOW.
IF ANYONE CALLS JUST TELL THEM I'M OUT TO LUNCH.
LITERALLY OR FIGURATIVELY?
©1980 C. Beck


HELLO, CAN I SPEAK TO THE SECRETARY PLEASE.
SORRY, HE'S AT A LUNCHEON.
CAN I SPEAK TO SOMEONE IN BUDGET?
SORRY, EVERYONE'S GONE OUT TO EAT TODAY.
COULD I SPEAK TO YOUR SECTION'S DESK OFFICER.
SORRY, HE'S GONE TO LUNCH.
IF AN ENEMY EVER WANTED TO STRIKE WASHINGTON AT ITS WEAKEST, LUNCHTIME WOULD BE PERFECT...
C. Beck
©1980


YOU DESK OFFICERS SEEM TO BE PUTTING ON MORE THAN JUST A LITTLE WEIGHT.
WHAT DO YOU EXPECT? WE'VE HAD AN ENDLESS SERIES OF REPRESENTATIONAL BREAKFASTS, BRUNCHES, WORKING LUNCHEONS, DIPLOMATIC DINNERS, AND EMBASSY COCKTAILS.
IT FINALLY HAPPENED. GUNBOAT DIPLOMACY HAS BEEN REPLACED BY THE GRAVY BOAT.
©1980 C. Beck


MISS BEHAVEN, I'LL BE GOING OUT DURING LUNCH BREAK TODAY...
COULD YOU LOOK UP THE NUMBER OF "THE FRENCH WENCH" AND MAKE A RESERVATION.
HERE'S THE YELLOW PAGES. WHAT SHOULD I LOOK UNDER.....?
RESTAURANTS OR MASSAGE PARLORS??
©1980 C. Beck


YOU ALWAYS TAKE AN HOUR INSTEAD OF THE AUTHORIZED HALF HOUR!
AREN'T YOU WORRIED SUPERCRAT OR SOME SUPERVISOR WILL NOTICE?
BURP!
NO CHANCE. 'MANAGEMENT' ALWAYS TAKES TWO HOURS.
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S1.118:

LETTERS TO THE EDITOR

The Eagle–I

ATHENS

DEAR SIR:

As the NEWSLETTER is available to the general public and not just limited to the Department of State employees and their dependents, I am writing with reference to the cover of the May issue.

My husband and I have proudly served our country in embassies overseas for most of the last 25 years. If ever, in the future, we are taken hostage or killed, please do not "honor" us by having our beloved National Symbol, the EAGLE, be depicted as crying for the world to see. We would prefer he remain PROUD, STRONG, and *DEFIANT*, as we pray we will, in the face of adversity.

Sincerely,
R. BEVERLY MCGUIRE
(Mrs. Elwood J. McGuire) ☐

The Eagle–II

TOKYO

DEAR SIR:

Upon receiving a copy of the May issue of the NEWSLETTER my first reaction to the cover with it's tearful eagle was one of anger. However, after sitting down and thinking about it, I came to the conclusion that it was, after all, an appropriate cover for the magazine.

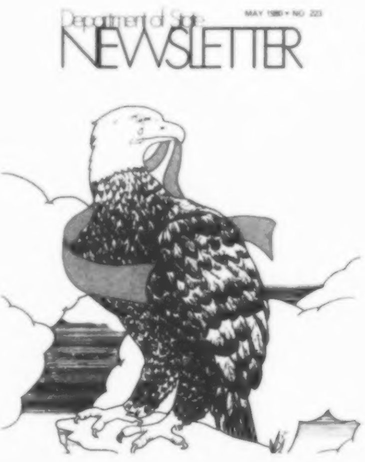
But perhaps more meaningful interpretations can be attached to this rendition of the American Eagle than the discription found on Page 1.

As the artist seems to have originally implied in part, the EAGLE represents America at a time when we find ourselves confronted with international lawlessness and the total disregard for previously respected concepts of international conduct between nations.

NOTICE

In keeping with the NEWSLETTER's annual practice, there will be no August issue of the magazine. There will be a combined August/September issue, with a copy deadline of August 14. ☐

As with the Eagle, we too are perched high on a rocky ledge, quite alone in our ordeal. After many appeals to our friends for a show of international solidarity, their response for the most part has been less than enthusiastic.



The tear in the bird's eye is also most appropriate as it represents a substance many of our elected and other responsible Government officials seem to have ample supply of, instead of swift, bold responses to answer the hostile provocations from those who wish to do us harm.

Finally the yellow ribbon streaming between the Eagle's beak dramatically illustrates such activities as the dimming of Christmas tree lights, singing songs in front of empty buildings and yes, even the tying of yellow bows around the branches of shrubbery. And even after all of this, many are frankly surprised that these actions have not produced the desired results they were intended for.

Our friends and colleagues are still held against their will under the most difficult and dangerous of circumstances. The ominous implications of this very fact alone, which should seem so crystal clear to those of us who serve overseas, is ignored. Then again, perhaps that is not a ribbon after all, but a stripe.

Sincerely,
JOHN R. JOHNSON ☐

Can't resist

MONTREAL

DEAR SIR:

I couldn't resist the challenge. Here are my contributions to your "Transfer Tremors" section:

I was almost transferred to SENEGAL, but DA KAR wouldn't start.

I was almost transferred to PERU, but LI, MA, and Pa didn't want to go.

I was almost transferred to

—(*Continued on Page 83*)

TRANSFER TREMORS ....by ebp

I was almost transferred to CUBA, but I didn't HAVANA choice.

I was almost transferred to SENEGAL, but ST wouldn't let me ship DA-KAR that I wanted.

I was almost transferred to BURMA, but MAN, DA-LAYout of that place got to me. ☐

Department of State
NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

Although primarily intended for internal communications, the NEWSLETTER is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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NEWSLETTER

COVER NOTE—Foreign Service officer Rick Ruebensaal, field officer with the Khmer Emergency Group, visits Khao I Dang, a Khmer refugee holding center, on his rounds of the refugee camps near the Thai border. More inside. *(Photo by Donna Gigliotti)* □

FOREIGN SERVICE ACT

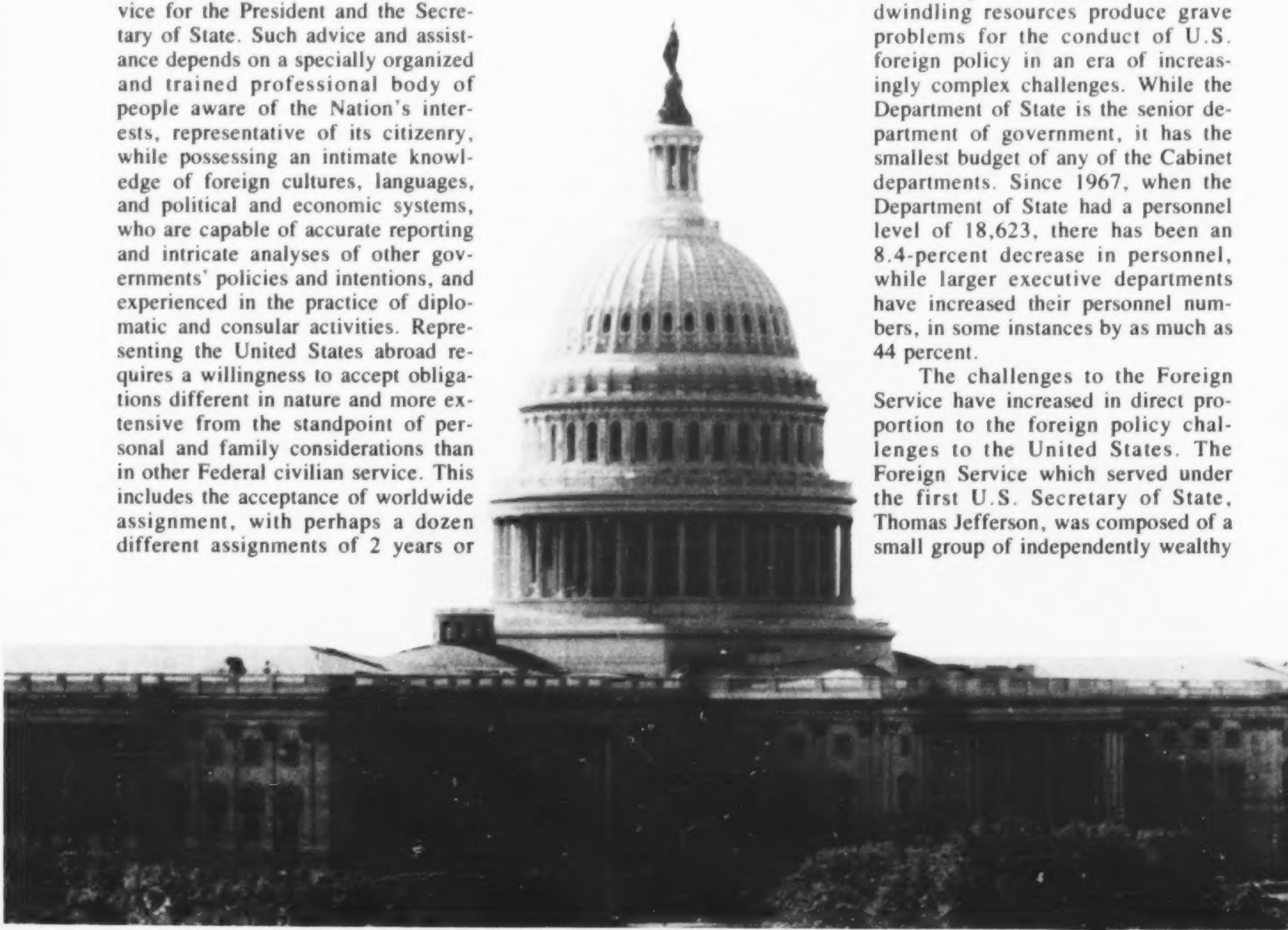
'The challenges to the Foreign Service have increased'

Congressional committee draws portrait of life overseas

As preparations moved forward for a debate of the proposed new Foreign Service Act in the House of Representatives, the Committee on Foreign Affairs circulated its report on the bill. The following excerpts, from the introductory section, indicate an awareness in Congress of the human dimension of life in the Service.

THE CONDUCT of foreign policy differs in substance and form from almost all other aspects of Federal policies and programs, thus, requiring specialized assistance and advice for the President and the Secretary of State. Such advice and assistance depends on a specially organized and trained professional body of people aware of the Nation's interests, representative of its citizenry, while possessing an intimate knowledge of foreign cultures, languages, and political and economic systems, who are capable of accurate reporting and intricate analyses of other governments' policies and intentions, and experienced in the practice of diplomatic and consular activities. Representing the United States abroad requires a willingness to accept obligations different in nature and more extensive from the standpoint of personal and family considerations than in other Federal civilian service. This includes the acceptance of worldwide assignment, with perhaps a dozen different assignments of 2 years or more during a typical career, and the acceptance of risks attendant upon living in locations of physical and psychological hardship or possible physical danger in areas with high rates of disease, crime, or terrorist activity. . .

In 1946, the United States maintained relations with 71 nations and international organizations played only a limited role in international affairs. Currently, the United States maintains relations with 144 nations and participates in approximately 46 international organizations.



The Department of State and the other foreign affairs agencies provide the foreign policy personnel (about 20 percent of the total American civilian presence overseas) who staff 283 posts overseas. In 1946, there were 4,285 Foreign Service officers and staff. Today, there are 9,030 Foreign Service officers and staff. The United States is conducting its foreign relations today with almost the same number of Foreign Service members it had in 1959, when the United States maintained relations with only 85 nations.

The problems of inflation and dwindling resources produce grave problems for the conduct of U.S. foreign policy in an era of increasingly complex challenges. While the Department of State is the senior department of government, it has the smallest budget of any of the Cabinet departments. Since 1967, when the Department of State had a personnel level of 18,623, there has been an 8.4-percent decrease in personnel, while larger executive departments have increased their personnel numbers, in some instances by as much as 44 percent.

The challenges to the Foreign Service have increased in direct proportion to the foreign policy challenges to the United States. The Foreign Service which served under the first U.S. Secretary of State, Thomas Jefferson, was composed of a small group of independently wealthy individuals. They served the United States at a time when domestic concerns were all-consuming. Indeed, President George Washington left office counseling his countrymen to avoid "entangling alliances" with foreign nations. Two hundred years later, interdependence among nations is the order of the day and foreign policy issues routinely, pervasively, and directly affect U.S. domestic problems. No longer is it possible or desirable to depend on a small privileged group to provide the expertise necessary in the foreign policy arena. Today's Foreign Service must be "elite" in other ways: Elite in its professionalism, its discipline and its training, and representative of the best from all walks of American life, without discrimination because of wealth, sex, race, national origin, religion, marital status, age, or handicapping conditions.

Today's Foreign Service must also be willing to accept burdens and risks unknown to their predecessors. Possessing one of the highest standards of living in the world, the United States produces people accustomed to a way of life not found in many places outside this country. Therefore, members of the Foreign Service must routinely deal with problems of inadequate housing, caused not only by scarce resources, but also by an inflation rate which is often more than double that in the United States and which in some capital cities makes housing and other costs inordinately expensive. Added to this are conditions which exist at some 125 posts in the Foreign Service which cause them to be termed "hardship posts" by virtue of climate, isolation, confinement, danger, and lack of educational, cultural, or recreational facilities. Fully 46 of 48 African posts, for example, are designated as hardship posts, thereby entitling individuals serving there to a hardship differential payment of up to 25 percent of base salary. High heat and humidity, hostile natural environment, unsanitary conditions, tropical disease such as malaria, hepatitis, cholera, and meningitis are endemic to many of these posts. Inadequate hospitals, a shortage of doctors or nurses, and few flights in and out of the capital city, which are necessary in cases of medical emergency, combine to present considerable health hazards to individuals serving at these posts. The isolation at these posts is compounded by a lack of indigenous cultural attractions. Often because of government import restrictions, food production shortages, or the lack of foreign exchange, food is scarce and luxury goods are nonexistent. The shortage of adequate schools also adds to these hardships. The result in some situations is separation of the family, with the spouse and children staying in the United States.

In Eastern Europe, the strict authoritarian governments create an oppressive psychological atmosphere. The cities are sometimes drab and isolated geographically from Western culture. It is difficult to make informal contacts with the citizenry due to government restrictions and an often indigenous atmosphere of suspicion or fear.

Analogous conditions are found at posts in the Middle East, Latin America, and Asia. Conditions which may be novel, instructive, or only mildly irritating to the casual tourist can become overwhelming obstacles to those serving for several years at these posts.

Added to these environmental burdens is a new fact of Foreign

On worldwide availability (Excerpt from the report)

"Availability for worldwide assignment must be clearly expressed and understood as a basic requirement for admission to the Foreign Service as well as for retention and promotion in the Foreign Service throughout the individual's career. One of the basic problems giving rise to this new legislation is the atrophy of this fundamental requirement. More than half of the individuals between ages 50 and 60 who are serving today in the Foreign Service are not available for worldwide service. The result has been a concentration of such individuals in Europe and Washington and the inability of the foreign affairs agencies to insure adequate staffing of the more difficult posts overseas. While the committee does not expect, and would not condone, an absolute and universal insistence on "worldwide availability," the committee does expect that the concept will be carefully defined and interpreted so as to preserve both the individual concerns and needs of members of the Foreign Service as well as the needs of the foreign affairs agencies for effective staffing patterns overseas. For example, the committee believes that non-service-related medical problems or a flat refusal to serve in certain regions of the world, without justifiable reason, might constitute grounds for dismissal under this requirement. The concern over balancing the interests of both the individual officer and the agency's needs should not, however, result in a system where individuals are free to pick and choose assignments, without regard to the agency's overall staffing needs, and then may still claim that they are 'worldwide available.'" ☐

Sen. *Clairborne Pell* (D.-R.I.), a former Foreign Service officer, appeared in the Department on June 17 to discuss the proposed new Foreign Service Act, which he described as "a good bill." As a member of the Foreign Relations Committee, he is involved in the shaping of the legislation. He addressed the Open Forum here. ☐

Service life—terrorist activity in the form of kidnapings, assassinations, and bombings of embassy buildings. In the past 12 years, the United States has lost five ambassadors and five Foreign Service officers killed by terrorists. This report is being written immediately following the release of 32 hostages, 1 of whom was the U.S. Ambassador, after 2 months of captivity in Bogotá, Colombia, and while 53 Americans are still being held hostage in Iran after 6 months.

Families of Foreign Service members share all these burdens and dangers plus a few more. Education facilities, even when American schools are available, are often poor and inadequate. As a result, Foreign Service children have trouble competing with other American students when they return to attend high school or college in the United States. Spouses of Foreign Service members, more often than not, are prohibited by local laws from holding jobs in foreign countries, which means that the phenomenon of the two-paycheck family, now the rule rather than the exception in the United States, is not and cannot be duplicated in the Foreign Service. Either a spouse must accept a relatively low-skilled job, if available, at a U.S. post, or the spouse does not work.

Taken together, these dangers and hardships have created great psychological problems and an increasing divorce rate for the Foreign Service. These problems cannot be ignored if the United States is to maintain a highly motivated and well-functioning Foreign Service. Most of the problems can be solved only by an increase in financial resources and new legislative provisions. This legislation attempts to address some of these problems. ☐

Equal employment opportunity (Excerpt from the report)

"This [bill] contemplates the maintenance and expansion of an active and effective equal employment opportunity program for the Foreign Service in which special emphasis is given to employment and advancement opportunities for women and members of minority groups . . .

"In order to produce a dynamic Foreign Service, the management of the Service must attain the objective . . . of fostering the development and vigorous implementation of policies and procedures, including affirmative action programs, which will facilitate and encourage equality of opportunity in entry into and advancement within the Foreign Service. This objective complements the finding that the Foreign Service should be representative of the American people." ■

BARCELONA—Consul general *Albert N. Williams*, second from left, receives exequatur permitting him to exercise consular function in principality of Andorra. The joint presentation—said to be the first of its kind to an American official—was made by the Spanish veguer, left, who represents the Spanish co-prince, and the French viguier, right, who represents the French co-prince. With them is *Mrs. Williams*. ☐

The Thai border area

Foreign Service employees help the Khmer people

By Donna Gigliotti

Foreign Service employees operating near the Thai border, assisting Kampuchean refugees, work in unique and sometimes dangerous surroundings. There was, for example, the Vietnamese incursion there last month. Casualties were high, though no Americans were hurt. Ms. Gigliotti, on a Newsletter *assignment, had visited the area only a few weeks earlier. These are her pictures and her story.*

BEFORE I LEFT for Thailand to gather material for an article about our relief operations there, I heard about Lionel Rosenblatt, director of the Khmer Emergency Group and the Refugee Section at Embassy Bangkok. "He's hard to keep up with," said Gary Seyster, executive officer of the Kampuchean Working Group in Washington, who arranged my trip. "Don't let him talk you into doing more work than you can handle."

Mr. Rosenblatt and I met in Bangkok at the end of my first day there. Within fifteen minutes, he was re-arranging my itinerary, which had me visiting four refugee camps on the border within the next two days. "It would be great if you could visit the camps up north, too," he said. "You could ride up on Thursday morning—it only takes about four hours—and we'll put you on a bus back that night. Then you could do the story on the Refugee Section, too."

"I need to spend some time here in Bangkok," I replied, as I calculated: adding the Refugee Section probably meant at least another day. I couldn't squeeze it in.

Nong Chan, a refugee camp on the border.☐

***Lionel Rosenblatt*, center, with the assistant secretary for East Asian and Pacific affairs, *Richard Holbrooke*, left. At right is *Vann Sarin*, former leader at Camp Mak Mun. *(Photo by Tim Carney)* □**

"Can't you stay longer?" he shot back.

"Wait. . ." I said, feeling a need to close my fist. "I need time to think about this."

"O.K." he said. "Mike and I will be here at work until after 7. (Mike Eiland is his deputy.) We can meet you in the lobby of your hotel at 7:30." I had one hour to decide how many trips "up country" I could handle.

When the appointed time arrived, Terry Otis, Thai desk officer visiting from Washington, joined the three of us for drinks. "How's Ann?" he asked Mr. Rosenblatt, referring to the latter's wife.

"Fine," Mr. Rosenblatt replied. To me he said: "She's the nursing coordinator at a refugee holding center near the border; it contains more Khmer than any city in Kampuchea. She comes home to Bangkok only on weekends. I work so much during the week, anyways. ."

"Don't you ever get tired?" said Mr. Otis.

By this time, I had decided that I couldn't extend the trip. I got that across to Mr. Rosenblatt with less difficulty than I had expected. But his arguments made me feel good about him. Like so many other Americans I met on the trip, he gave the impression of being wholly dedicated to what he was doing.

As planned, I headed for the border the next morning, with Mr. Otis and Jean Soso, a political officer. We arrived first at "Embassy Aranyaprathet," also known as the Tap House. This was the living quarters for the Khmer Emergency Group field officers—serving also as a

Ann Rosenblatt □

"hotel" for personnel who make periodic trips to the camps. Aranyaprathet itself is a small town near the border camps; it's where most Westerners who work with the relief program live. The Tap House had one radio (a la Radar O'Reilly of TV's "MASH") connecting the house with Embassy Bangkok. There wasn't much in the way of furniture. A long table covered with papers took up most of the dining room. There was also a "guest room," a room for embassy drivers, a room for the four field employees, and one room containing water, a bucket, and a white porcelain bowl with footsteps.

At the first camp we visited, a bearded, blue-eyed, red-faced Westerner, dressed in field clothes similar to a doctor's outfit, appeared. He was Rick Ruebensaal, one of our field officers. I spent a good part of the day with him as he took me on his daily rounds of the camps. At one point, we went to a "noodle stand"—the Thai version of an American fast-food stop—where we restored ourselves from the 100-degree heat and 100-percent humidity with three consecutive bottles of orange soda. As we drank, he spoke about himself: "They'd have to drag me away from this assignment kicking and screaming," he said. "I love it here. I say that even though I've been separated from my family for the past several months. But now that my temporary assignment as a field officer has become a permanent position, my family should be joining me soon. Most of us Khmer Emergency Group field officers are on temporary assignments."

"What do you like so much here?" I asked.

"I guess it's the people," he said. "They're very friendly. On a normal day, we go to the camps to see what we can do to smooth out problems. The main thing we're concerned with is to see that the refugees are provided with medical supplies, water and food. We're preparing for the rainy season right now. We have to see to it that the $120 million the United States contributes to Khmer relief is well-spent. In addition, we offer advice and assistance to the international organizations and voluntary agencies that are involved with the relief effort." →

***Rick Ruebensaal*, right, with refugees.**☐

The Tap House.☐

***Tim Carney*, political officer at Embassy Bangkok, on porch of the Tap House.** ☐

Sacks of rice are lined up for distribution at Nong Chan, a border camp.□

Khmer refugees carry rice and rice seed.□

Later, at another border camp, where rice and rice seed are distributed every other day to approximately 60,000 refugees, Mr. Ruebensaal said, "You can't give the refugees only the seed. You have to give them both rice and rice seed at the same time, or else, being so hungry, they'll eat the seed instead of taking it back into Kampuchea and planting it."

"The rice seed program," Mike Eiland said, "has had a profund effect on those willing to return to Kampuchea. Before long, we will have put 18,000 tons of seed across the border."

Mike Eiland □

It was nearly 6 p.m., and we headed back to the Tap House in Aranyaprathet. The line to the shower formed almost immediately—the hot water is turned off at 8 p.m. As I waited my turn, I met Sos Kem, one of the field officers who lives at the Tap House. Born in Cambodia, Mr. Kem has been a U.S. citizen for nearly 20 years. He had temporarily left his job as a Khmer language instructor at the Foreign Service Institute for a nine-month assignment with the Khmer Emergency Group. He hopes to stay on after his assignment ends this month. "When you see the faces of the refugees," he said, "you don't want to leave."

The next morning, I walked through one of the camps with Mr. Kem. A refugee joined us, and he and Mr. Kem conversed in Khmer. Mr. Kem told me later: "This man is like a brother to me. I knew him when I was a student in Cambodia. His wife and family have been killed. At one point, he was on a truck, waiting to be executed, but he escaped. I didn't know he was here. We ran into each other after I came here."

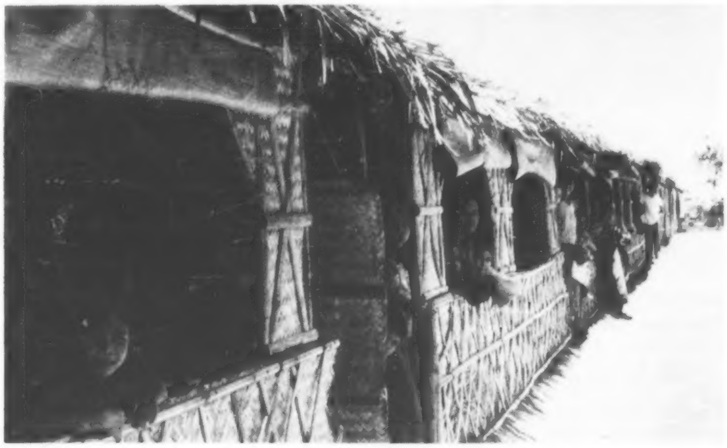
Superior Honor Award

The Khmer Emergency Group recently received a group Superior Honor Award for "saving hundreds, possibly thousands of lives and contributing immeasurably . . . to the international program of humanitarian relief for the Khmer people." Members of the group were cited for "serving under conditions that were . . . . always physically, emotionally and mentally draining . . . and risking danger and disease amidst military activity and armed strife."

Many refugees approached Mr. Kem with their problems. Some had relatives in the United States, and didn't know how to contact them. He tried to help them. Before long, we reached a hut where the people seemed especially glad to see him. "This is my niece," he said, introducing me to one of the women. "Her husband and family have been killed."

I was told about another family reunion, too, that had occurred at one of the camps. It was between an employee of the Voice of America, who was born in Cambodia, and his mother, who, he thought, had been dead for 18 years. But she suspected he was alive because she heard his voice from time to time, she thought, on the Voice of America. One day, while he was on a temporary assignment as a field officer, he came to

***Sos Kem*, left, with refugees.□**



Refugees at Khao I Dang holding center.□

***Sos Kem*, center, his niece, and other refugees. □**

***Bob Porter* at a border camp. *(Photo by Tim Carney)*☐**

one of the camps and found himself sitting near a familiar-looking woman. They gazed at each other. Suddenly, she jumped up and grabbed at his hair, hoping to see a birthmark that her son had near his sideburn. The mark was there.

Since most of the field officers are on temporary assignments, many have already come and gone. The first of them was Bob Porter, now assigned to the Executive Secretariat, who worked alone from last October, when the Khmer Emergency Group was established, until December, when two other field officers arrived. "That experience has been the highlight of my Foreign Service career," he said. (I interviewed him in the Department in preparing this article.) "All of us involved with the refugees worked together. There was a sense of purpose. People weren't worried about their egos—they were just worried about the refugees. There was no bureaucracy for us. We just got in there and did what we had to do." ☐

The Rosenblatt escapade

When he was interviewed for this article, Lionel Rosenblatt did not mention the one escapade for which he's probably best known. After having served in Saigon, 1967–69, he was in Washington when Vietnam fell in 1975. On April 20, 1975, because he was concerned about the fate of America's Vietnamese friends, he and another Foreign Service officer, Larry Craig Johnstone, took leave. Unofficially—at their own expense—they flew to Saigon. By the time they returned to Washington on April 25, they had assisted over 200 Vietnamese to leave the country on the shuttle of American planes flying out of Tan Son Nhut Airport. They came back wondering whether their jobs might be in jeopardy. But both ended up with Department of State Superior Honor Awards. ■

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NEWS HIGHLIGHTS

Civil Service merit pay plan is outlined in report to Barnes

Philip J. Bourbon, **left, director of the Department's Office of Civil Service Career Development and Assignments, reviews merit plan with Torrey Whitman, coordinator at State for the Civil Service Reform Act.** ***(Photo by Glenn Hall, Visual Services)*** □

Details of the Department's new merit pay plan for Civil Service employees are spelled out for the first time in a report to Ambassador Harry G. Barnes Jr., State's director of personnel. The paper discloses that merit pay, intended at first for managers at the GS-13-15 level, may later "if it is a success . . . be extended to GS-9–12 employees, and to nonmanagers as well."

Prepared by the Department's Office of Civil Service Career Development and Assignments, the report also casts light on other aspects of implementing the Civil Service Reform Act at State—including expansion of the Senior Executive Service (SES), nomination of "Distinguished Executives" and "Meritorious Executives," and action toward adoption of a new performance appraisal system for all Civil Service people at State.

The merit pay plan is designed to recognize and reward "quality performance." The first merit pay increases will be made in October 1981. In the meantime, those coming under the plan would continue to receive step increases and the full annual comparability pay adjustments.

State's merit pay plan has just recently been approved by the Office of Personnel Management (successor to the Civil Service Commission). All GS-13–15 employees are to be notified this summer whether they are covered by the plan. If they are covered contrary to their wishes, they will have an opportunity to challenge their new status.

The first performance appraisal period for the plan will begin January 1, 1981, and close on June 30, 1981. Thereafter, merit pay appraisals will be made on a July 1 to June 30 cycle.

Under the plan, supervisors would recommend merit pay for those employees who receive satisfactory, excellent or outstanding performance ratings. Pay raises proposed for them would vary. The higher the rating, the higher their pay would be. The sum of merit pay increases would equal the amount of money that would have gone for step increases and comparability pay adjustments if the present system were to remain in effect.

About 130 GS-13–15 employees would be eligible to receive the merit pay, the report estimates. For openers, they would be assured no less than one-half of the annual comparability pay adjustment. There would be no guarantee of their receiving the rest. But they would be eligible to receive the special merit pay increase in lieu of a step increase adjustment. Employees at GS-13-15 not covered by the merit pay plan would continue to receive full comparability pay and step increases.

As to the Senior Executive Service, the report noted that performance review boards will review employee appraisals this fall to determine which SES members in 1981 are to receive performance bonuses, base pay adjustments, or nominations for the new ranks of "Distinguished Executive" and "Meritorious Executive." Nine SES members at State have been nominated for these special ranks for 1980. Their names have not yet been released. The nominations are under review by the Office of Personnel Management, which was to announce a list of recipients this month.

State's Senior Executive Service eventually will include individuals in 107 high-level domestic positions. Presently, there are 60 members. Some 30 Foreign Service Reserve officers with unlimited tenure (FSRUs) are to be given an opportunity to join SES under the terms of the proposed new Foreign Service Act.

State has completed its planning for intake into the SES. Candidates will be selected from the GS-14–15 ranks on a competitive basis. The Department expects to announce details of this program in August. It also expects to announce "target SES occupations"—opportunities for advancement that are anticipated in the next two years. Participants in the executive development program will have an opportunity to gain "managerial skills and to broaden their specific expertise, as preparation for a possible SES appointment," the report says.

An Executive Resources Board at State is setting personnel policy for the SES. The board fills SES vacancies and allocates SES positions, working closely with bureaus in the Department. The board is headed by Ambassador Barnes and includes chiefs of four other Department units that have SES positions—the Office of the Legal Adviser and the Bureaus of Administration, Politico-Military Affairs, and Intelligence and Research.

The report points out that the Civil Service Reform Act requires all Government agencies to establish performance appraisal systems by 1981. "These systems must permit evaluation of employees according to written job elements and against written performance standards for those elements. All job elements must be defined as either critical or noncritical," the report says. A critical element is defined as "one important enough to overall performance that unsatisfactory performance of it will result in an unsatisfactory rating, denial of within-grade increase, and possibly other corrective action." A performance standard is described as a definition of satisfactory performance of a job element.

"The reform act emphasizes the importance of training supervisors and employees in working with the new system. Furthermore, the act encourages agencies to involve employees in setting performance standards, to help ensure the fairness and accuracy of such standards," the report says.

In response to this emphasis on training, both in the area of performance and elsewhere in the act, the Department has established a Training Council. The council, which includes representatives from the Bureau of Personnel, the Foreign Service Institute and various bureaus, will coordinate the planning and execution of training for Civil Service employees. The council also will be a clearinghouse for information on training programs for GS employees.

The Department is drafting a performance appraisal system for all its Civil Service and wage-grade employees. The plan is scheduled to go into effect next January. Efficiency reports written during that month, however, will be under the old appraisal regulations. Those written for any period after January 1981, or those written in 1982, will be prepared under the new plan.

Commenting on another provision of the reform act, a one-year probationary period for newly-appointed supervisors and managers —which went into effect in the Department last August—the report said: "The purpose of the probationary period is to bridge the gap between perceived potential and actual performance; provide an opportunity to assess development on the job; and to return employees to nonsupervisory or non-managerial positions, if necessary, without undue formality."

Another major reform—so-called "saved grade/saved pay"—became effective in January 1979. This covers most employees whose positions are downgraded through reclassification action—or a reduction-in-force. The first downgrading with grade and pay retention for the affected employees was implemented in July 1979. Since then, approximately 50 employees have benefited from this provision of the act. Benefits include retention of the grade for two years, with appropriate step and comparability pay increases; and the use of the retained grade for pay administration, retirement, life insurance, training and promotion. The employee also is eligible for special placement during the two-year period of retained grade. The Bureau of Personnel assists the employee to find a position at the retained grade.

Looking ahead, the report says there is "growing public, congressional, and presidential demand that federal agencies be more productive, and more responsive to changing social and economic realities . . . The future will most likely be marked by an ever sharper emphasis on two of the themes of Civil Service reform. First, a more productive use of limited resources, especially as expressed in productivity of employees, will be demanded. Second, increasing importance will be placed on opening the federal workforce to all Americans via programs to promote job opportunities for racial minorities, women, the handicapped and the aged. Federal agencies will need to manage these goals of society and integrate them with their own priorities through their personnel and resource management systems." ☐

New form to be used in rating of Foreign Service employees

Foreign Service employees will be rated on a shorter, streamlined performance evaluation form during the current 1980/81 rating cycle, which began April 16. It will be known as the employee evaluation report (EER) (DST-995), replacing the officer evaluation report (OER) (OFF-266) that has been in use since April 1975. Copies of the EER and instructions are being pouched to all posts. Its publication culminates a year-long internal review in the Department, and extensive consultations with the American Foreign Service Association.

The EER is intended for all categories and ranks of Foreign Service employees except career candidates and untenured junior officers, who will continue to be rated on the special candidate evaluation report (CER) form. Reports on all other

Data for the employee evaluation report (EER) is reviewed by *John R. Rouse*, director, Office of Performance Evaluation, and *Barbara Prather*, chief of the office's Review Board Division. ***(Photo by Glenn Hall, Visual Services)*** □

ervice employees submitted after ugust 15 are to be on the EER.

The new form is two pages orter than the old OER. "This is a eduction that is designed to save time or both the raters and the selection oards, without sacrificing any es-ential information," said John ouse, director of the Office of Per-ormance Evaluation in the Bureau of ersonnel. He described the EER as more of an evolution than a radical hange from the old OER," but he id cite the following new features:

—The EER is designed to bring valuation reports into synchroniza-on with selection board precepts. he precepts—decision rules of the oards—were altered substantively in 978 with introduction of new criteria or recognizing promotable perform-nces. But the OER was not changed ccordingly. "It became evident," Ir. Rouse said, "that raters should e put back on track to providing in-ormation about the kinds of demon-trated capabilities the boards are ooking for in rank-ordering employ-es. The EER and its instructions do xactly this, focusing the evaluation n the decision criteria from the pre-epts."

—There is a new requirement for employees being rated that they comment on their career aspirations, and their desires for future training and assignments. Previously, this self-appraisal was optional. But now, in line with the recommendations of the selection boards, it becomes mandatory. Mr. Rouse commented: "Boards have found these statements to be very informative, and have said there were cases where the employee's own statements have had a very positive impact, and other cases where the impact was negative. It will be important to bear this potential effect in mind when this part of the EER is being written."

Mr. Rouse added: "There are a number of other relatively minor improvements in the EER, in both format and substance, which are designed to strengthen supervision and make the evaluations more succinct, objective and useful. But there is also a great deal of continuity.

"The basic rating cycle remains as before, with the same participants playing their familiar roles. Supervisor and subordinate collaboratively establish work requirements at the outset, and incorporate the reviewer at this early stage. Reviews of performance are required periodically during the rating period, before the formal evaluation culminates the process. The evaluation itself follows the past pattern of rating potential for advancement, as well as performance against work requirements, and it still is predominately a narrative rather than a numerical appraisal.

"Review panels will continue to serve as local watchmen, to assure a uniformly acceptable level of quality and compliance with regulations throughout the Service. The EER remains patterned on the orderly structure of the OER—work requirements, rating of performance, discussion of skills, assessment of potential, self-assessment, review panel approval—which selection boards have uniformly found helpful."

Mr. Rouse said he anticipated that, during the 1980-81 rating cycle and over the next few years, the benefits of the new EER will be confirmed, and perhaps some drawbacks or flaws may emerge.

As experience is gained in use of the EER, the Office of Performance Evaluation will seek feedback from participants and selection boards. After the 1980-81 evaluation cycle, he continued, revisions or improvements called for will be incorporated in the form before it is published as a Government form and made a part of the regular supply system.

—ED DEJARNETTE □ →

BRUSSELS—*Secretary Muskie*, beginning his first workday abroad, enters NATO headquarters with ambassador *W. Tapley Bennett Jr.*, right, U.S. permanent representative. Between them, in background, is *Berl Bernhard*, consultant to the Secretary. □

Changes are made in precepts for selection boards

The Department has announced major changes in the precepts for the 1980 Foreign Service selection boards, which are now reviewing the performance files of more than 5,000 employees.

Six boards were scheduled to meet on June 30, another on July 7, and six more in August. But one board—Board 1, which ranks Class 1 officers—will not be convened as part of the selection board cycle, the precepts noted. Several nominations of Class 1 officers for promotion to the rank of career minister are now being processed. Legislation in the proposed Foreign Service Act of 1980 also calls for the creation of a Senior Foreign Service. Selection boards for next year's cycle would be organized under the bill, if it passes.

Other changes in the precepts, approved by Under Secretary Ben H. Read and the American Foreign Service Association, are:

- Officers ranked in the lowest 10% of their class will not be referred automatically to a performance standards board for consideration for selection-out. Instead, only those low ranking officers who are specifically identified by selection boards will be referred to a performance standards board.
- Selection boards are required to prepare statements on the work performance of all employees who are ranked in the bottom 10% of their class. The statement must give the reasons why the employee was ranked that way.
- As in 1979, boards will be notified of the number of promotion opportunities that are available *only* after they have identified the employees recommended for promotion, and before they have rank-ordered the nominees.
- The structure of Boards 4 and 5 has been changed to make the heavy workload "more manageable." Each board will have two indepenent panels, which will have a representative from each of the four major functions — administrative, consular, economic/commercial, and political.
- Boards are directed to give "due credit" to Foreign Service employees who have held assignments in several functions, or who have "demonstrated adaptability and a disciplined attitude and have enhanced their performance and potential" through service at hardship posts.
- The precepts reflect the new export promotion responsibilities of the Department of Commerce, and stress the importance to the Foreign Service of "continuing Service assignments in commercial work."
- Boards have been instructed to give full consideration to documented performance of prior Government service, after prior service in another foreign affairs agency, or service

Members of selection boards are listed

Here are the members of the Foreign Service selection boards that were to meet June 30 and July 7:

Board 3—***Paul H. Boeker***, FSO-1, director, Foreign Service Institute, chairman. ***Harry E. T. Thayer***, FSO-1, political officer, Foreign Service Institute; ***Donald R. Woodward***, FSO-2, administrative officer, Office of the Inspector General; ***J. Donald Blevins***, FSO-2, consular officer, Guadalajara; ***Albert J. Zucca***, FSO-1, economic/commercial officer, Bureau of Economic and Business Affairs, Office of Commercial and Telecommunications Affairs; ***June M. Robinson***, GS-15, Department of Labor; ***Henry G. Riegner***, GS-16, Department of Commerce; ***Ezra Naughton***, American Education Association, public member.

Board 4, Panel A—Ambassador ***Thomas D. Boyatt***, FSO-1, political officer, Ougadougou, chairman. ***John A. Murtha***, FSO-3, administrative officer, Office of the Inspector General; ***Mary E. McDonnell***, FSO-2, economic/commercial officer, Foreign Service Institute, in training; ***Jerome C. Ogden***, FSO-3, consular officer, Office of People's Republic of China Affairs; ***Theodore Adams***, GS-14, Department of Labor; ***Raquel Frankel***, Hispanic Congressional Caucus, public member.

Board 4, Panel B—Ambassador ***Richard J. Bloomfield***, FSO-1, economic/commercial officer, Lisbon, chairman. ***Carl J. Grip***, FSO-3, political officer, Bureau of Refugee Programs, Kampuchean Working Group; ***William T. Keough***, FSS-1, administrative officer, Bureau of European Affairs, Office of the Executive Director; ***Richard Humbert***, Department of Commerce; Senator ***Verda Welcome***, Maryland State Senate.

Board 5, Panel A—Ambassador ***Joan M. Clark***, FSO-1, administrative officer, Valletta, chairman. ***Robert B. Morley***, FSO-3, economic/commercial officer, Bureau of Inter-American Affairs; ***Leonard G. Shurtleff***, FSO-3, political officer, Bureau of African Affairs; ***Ralph T. Jones***, FSO-3, consular officer, Office of the Inspector General; ***Juanita DeLores Foster***, GS-13, Department of Labor; ***Frank Pino***, University of Texas, public member.

Board 5, Panel B—***Ernest H. Preeg***, FSO-1, economic/commercial officer, Lima, chairman. ***Edward J. Perkins***, FSO-3, administrative officer, Accra; ***Joseph E. Olenik***, FSO-3, consular officer, Bureau of Consular Affairs; ***Irwin Pernick***, FSO-4, political officer, Bureau of Politico-Military Affairs, Office of Security Assistance and Sales; ***C. Franklin Foster***, GS-13, Department of Commerce; ***Cernoria Johnson***, former executive director, Washington National Urban League.

Board 6—***John W. DeWitt***, FSO-1, Rio de Janeiro, chairman. ***John H. Penfold***, FSO-3, economic/commercial officer, Foreign Service Institute; ***Stanley T. Escudero***, FSO-4, political officer, Bureau of International Organization Affairs, Office of UN Political Affairs; ***William F. Kingsbury***, FSO-4, consular officer, Rotterdam; ***Barbara Shelby-Murello***, ICA; ***Buntzie Ellis Churchill***, World Affairs Council, Philadelphia, public member.

Board E—***Jim E. Engelhart***, FSRU-3, communications and records officer, Mexico, chairman. ***James E. Hale***, FSR-5, communications and records officer, Copenhagen; ***Harold B. Jefferson***, FSS-2, communications and records officer, Cairo; ***William J. Burke Jr.***, FSO-5, administrative officer, Bureau of African Affairs, Office of the Executive Director; ***Pat E. Damiani***, Communications Workers of America, AFL-CIO, public member.

Board 2—Ambassador ***Robert M. Sayre***, FSO-1, Brasilia, chairman. Ambassador ***Raymond E. Gonzalez***, FSO-1, political officer, Quito; ***Samuel E. Lupo***, FSO-1, administrative officer, Bureau of Inter-American Affairs, Office of the Executive Director; ***William D. Morgan***, FSO-1, consular officer, Paris; ***Edwin D. Crowley***, FSO-1, economic/commercial officer, Bern; ***Sarah Jackson***, Department of Energy; ***Harry Hobbs***, AFL-CIO, public member.□

vhich has been interrupted for one eason or another. The purpose of this new directive is to "help assure that employees more recently appointed are not disadvantaged simply because hey have less extensive Foreign Service performance records."

- Boards are directed to consider o what extent the rating officer's 'indifference or delinquency'' in preparing an officer's evaluation report is a factor in "low ranking."
- The intermediate and specialist boards are directed to give credit to employees who have performed well outside of their functional or specialist category.
- Employees who meet Department employee standards (DES) will continue to be considered by the appropriate boards for their class and functional or specialist category—under the same procedures and directives that govern consideration of other employees in the Foreign Service.
- The Department has reached agreement with the American Foreign Service Association to end the zone merit promotion system for Class 4 and Class 5 officers, after the completion of the current selection board cycle. The special procedures used by Boards 4 and 5 under zone merit have been "cumbersome, difficult to administer, and burdensome to boards," he precepts pointed out. These boards will return to standard selection board procedures.

Scheduled to meet in the Department on June 30:

- Board 3—Class 3 Foreign Service officers, Reserve officers, and Reserve officers with unlimited enure (FSRU), and Class 1 Foreign Service Staff with generalist skill codes.
- Boards 4 and 5—They will convene in panels. Panel A of each board will review the files of political and administrative officers in classes FSO/R/RU-4 and FSS-2, and classes FSO/R/RU-5 and FSS-3 (excluding specialists and FSR/RU and FSS officers in the administrative subfunctions of general services, budget and fiscal, and personnel). Panel B of each board will review the files of economic/commercial and consular officers in classes FSO/R/RU-4 (excluding specialists).
- Board 6—Tenured Class 6 FSO/R/RU officers, and FSS-4 officers.
- Board E—Communications personnel in classes FSR/RU-7 and FSR/RU-8, and FSS-5 through FSS-8.

Scheduled to meet July 7: Board 2—Class 2 FSO/R/RU officers with generalist skill codes.

Scheduled to convene in August:

- Board A—FSR/RU 6-8; FSS 4-8 non-specialists; and FSR/RU 4-5; FSS 2-3 officers in the administrative subfunctions of general services, budget and fiscal, and personnel.
- Board B—FSO/R/RU 2-4, and FSS 1-2 specialists.
- Board C—FSO/R/RU 5-8, and FSS 3-8 specialists.
- Board D—FSR/RU 3-6; FSS 2-4 communications personnel.
- Board F—FSS 3-6 secretaries.
- Board G—FSS 7-8 secretaries.☐

Iran hostages: World Court upholds U.S.

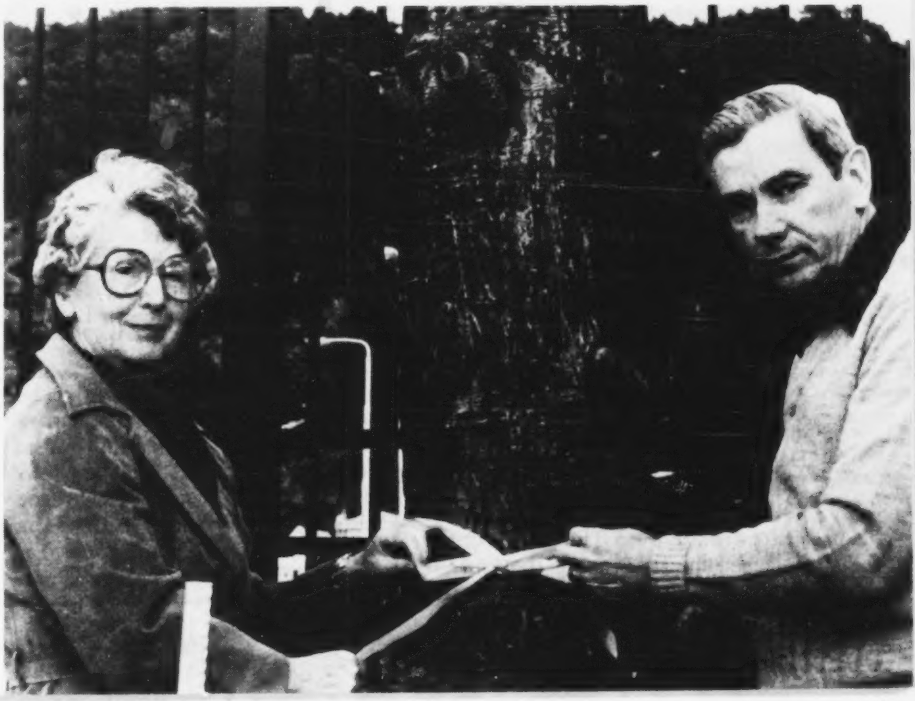
*In a ruling announced on May 24, the World Court ruled in favor of the United States in the Iran hostage situation (*NEWSLETTER*, April). The Department then issued the following statement:*

We are deeply gratified by the favorable decision of the International Court of Justice in our case against Iran. It is particularly striking that all 15 judges of the court have agreed that Iran has plainly violated international law (including two specific treaties) in its seizure and detention of the hostages. The court has therefore unanimously held that the hostages must be immediately released and allowed to leave Iran, that none of them may be subjected to any kind of trial, and that the embassy must be immediately turned over to the Swiss government, which now represents our interests in Iran.

The court's judgment confirms that Iran's conduct with respect to the hostages and the embassy is totally inadmissable in a civilized international order and cannot be excused or justified by past grievances, whether real or imagined . . .

Under the UN charter, Iran is bound to obey the court's judgment, and the United States urges it to do so, in order that Iran will then be free to pursue its international interests as a law-abiding member of the international community, entitled to the respect and cooperation of other nations. ☐ →

WELLINGTON—Ambassador to New Zealand *Anne C. Martindell*, left, and Ambassador *Rubin Askew*, U.S. trade representative, tie yellow ribbon around tree in support of the American hostages in Iran. ☐



Martin heads panel to review State's economic functions

Mr. Martin

Ambassador Edwin M. Martin, former assistant secretary for economic and business affairs and, also, inter-American affairs, has been named chairman of a newly-established panel that is studying the economic functions of the Department and the Foreign Service. The panel expects to present its findings and recommendations to the Secretary within six months.

In addition to reviewing the Department's role in economic affairs within the executive branch, the group also is evaluating the organization of economic functions in the Department and overseas posts, as well as the personnel requirements for performing these tasks.

Other members of the panel include Ambassador John Leddy, former assistant secretary, European affairs, and a former assistant secretary at Treasury, and Frances Wilson, former executive director, Bureau of Economic and Business Affairs. Department officers serving as advisers include Ambassador Deane R. Hinton, assistant secretary, economic and business affairs; director general Harry G. Barnes Jr.; Ambassador Andrew L. Steigman, director, Office of Foreign Service Career Development and Assignments; Ambassador Paul Boeker, director, Foreign Service Institute; Ambassador Robert H. Miller, director, Office of Management Operations; Robert Stern, Teresita Schaffer, Irving Williamson, Glen Rase, Arthur Kobler, Jack D. Jenkins.

Economic and commercial officers at State have been concerned about the "recent erosion" of the Department's role in formulating and implementing international economic policies, a June 10 Department Notice has pointed out. The Department launched the far-ranging study in the wake of the recent trade reorganization, when 162 Foreign Service officers were transferred to the new Foreign Commercial Service in the Department of Commerce.

"A failure of the Department to fulfill its responsibilities in the economic field would involve much more than the careers of officers in the Department and Foreign Service," the notice said. "It would seriously and adversely affect the Secretary's basic responsibility to advise the President on foreign policy. Economic issues—trade, energy, food, finance, development and others—have become increasingly important factors in shaping our foreign relations and strategic posture. Recognizing that reality, the Department must be in a position not only to participate fully in the formulation of economic policies, but also to insure that they serve overall U.S. objectives—at the bilateral, regional or global level."

The notice added: "Over the years, the Department and the Foreign Service have played a key role in many international economic issues and have attracted exceptionally talented officers. Nevertheless, a reexamination of economic functions is timely. With the accumulated experi-

ART BURT IS BLURTING OUT SONGS

Art Burt **at the piano.** *(Photo by Joseph W. McCary, The Sentinel, Montgomery County, Md.)*☐

Art Burt, a geographer at State before his retirement as a GS-16 in 1974, has launched a second career—as a song writer. His record, "Que Linda Chica de Huancavelica," is said to be the disco rage in Peru, and has been played on radio stations in the Washington area.

"Now I am not a musician," he told the NEWSLETTER. "I don't sing, don't play the piano, don't read notes. But having worked for State for nearly 35 years, I have traveled in all the countries of Latin America, and I know Spanish. Last November, on a trip to Peru, I looked at the country's map and saw an area named Huancavelica. That sounded pretty. What rhymes with that, I asked myself. Chica. So I came up with a title—Que Linda Chica de Huancavelica, which means 'what a pretty girl from Huancavelica.'

"Back in my hotel in Lima, I began humming a tune to fit the title. When I returned to the States in December, my wife and I picked out notes on the piano. Then a neighbor put the notes into music for the piano. Next, the tune was put on a tape recorder—with me singing the words." Later, the song was put on a phonograph record, and sung by a popular Peruvian singer.

When Mr. Burt attended a recent meeting of the Conference of Latin Americanist Geographers, in Muncie, Ind., his music was played there. Since the Linda Chica record, he has written three more songs. "It's opened up a whole new avenue of interest in my life," he says.

—BARNETT B. LESTER ☐

ence and wisdom represented on the study panel, we anticipate that their work will help prepare the Department and Foreign Service to improve performance in this area."

During the coming weeks Mr. Martin, Mr. Leddy and Ms. Wilson will consult with officers in the Department, at certain overseas posts, and in other agencies, to obtain their views regarding State's economic activities. Employees who wish to offer their views are invited to send comments or suggestions to the Economic Study Panel, Bureau of Economic and Business Affairs, Room 3421. □

Muskie endorses Open Forum as Dragnich, Longmyer take over

A strong statement in support of the Open Forum was issued by Secretary Muskie in June as the organization completed its election process and came under new leadership. George S. Dragnich, an analyst in the Bureau of Intelligence and Research, has taken over as chairman for 1980–81 (a full-time position), succeeding Paul Molineaux, who, having completed a one-year term, was reassigned to Bonn. Kenneth Longmyer will continue to serve as a political-military officer in the Bureau of Politico-Military Affairs while filling the post of vice chairman, succeeding Michael Lemmon.

The statement by Secretary Muskie was addressed "to my colleagues in the foreign affairs community and the Foreign Service." It said: "The most important role of the staffs of the foreign affairs agencies is to provide me and my senior colleagues the best possible information, analysis and recommendations on foreign policy problems. We prize sharp, cogent thinking which is both independent of existing policy bias and realistic.

"The Secretary's Open Forum is unique in that its very reason for existence is to promote creativity and intellectual integrity by encouraging independent analysis and providing means to bring it directly to the attention of decision makers.

"**Activities of the Open Forum** include meetings with experts and representatives of specific viewpoints on policy questions, writing in the Open Forum journal, and participation in working groups which study and write in policy problem areas. Membership in the Open Forum and participation in all its activities is open to all members of the foreign affairs agencies. It is the responsibility of the chairman to transmit worthwhile views to me and my senior colleagues.

OPEN FORUM—New officers are *George S. Dragnich*, left, chairman, and *Kenneth Longmyer*, right, vice chairman. With them is *W. Anthony Lake*, director of the Policy Planning Staff, which provides administrative support—but not direction—to the Department organization. *(Photo by David Humphrey, Visual Services)* □

"But the Open Forum is more than an educational mechanism. It is primarily an in-house institution de-

Blachly's July quiz: Vice presidents

By Fred Blachly

(Answers on Page 54)

Being second in command of any organization is difficult. No. 2 has to be given enough work to keep happy, but not so much as to intrude on the work of No. 1. No. 2 has to be ready to step up, but not seem eager for the privilege. No. 2 has to be a follower, yet must be prepared to be a leader. Listed below are 10 questions about vice presidents of the United States. How many of them can you answer?

1. From John Adams to Walter Mondale the United States has had 42 vice presidents. Of these, eight became President upon the death of their predecessors. Who were they?

2. Which vice president said that what this country needs "is a really good five-cent cigar?"

3. Who was the first *non-elected* vice president?

4. Which vice president coined the term "veep?"

5. Who described the office of vice president as "the most insignificant office that ever the invention of man contrived or his imagination conceived?"

6. Who suggested that the proper title for the vice president should be "Your Superfluous Excellency?"

7. Which vice president killed a man in a duel? Who was the victim?

8. Which vice president was described by labor leader John L. Lewis as a "poker-playing, whiskey-drinking, evil old man?"

9. Which secretary of state would have been elected vice president had the Democrats won the election of 1968?

10. Which chief justice of the United States would have been elected vice president had the Republicans won the election of 1948?□

signed to bring into our internal work the best policy thinking available, regardless of its source. The Open Forum should not be constrained in its work out of fear of political or bureaucratic pressures, and is fully protected under the right to dissent. At the same time, recommendations on policy made through the Open Forum should realistically and responsibly take into account all relevant considerations.

"The Open Forum allows you to give of your best to the foreign policy process, and improves the quality of that process. I therefore fully support it, and urge you to actively exploit the tools it provides you, as we work together to develop the best possible foreign policy."

The Open Forum speakers schedule for July included Professor Myron Rush of Cornell University, July 2, on the Soviet succession; Michael Ledeen, of the Georgetown Center for Strategic Studies, July 9; and former Ambassador James Akins, July 23. On August 27, the forum has scheduled a panel discussion on the North-South dialogue as seen from the South. Ambassadors Punch Coomaraswamy of Singapore and W.S. Karunaratne of Sri Lanka are to take part. ☐

Muskie makes move to carry on Vance's policy on EEO

Secretary Muskie will continue the equal employment opportunity efforts of his predecessor, Mr. Muskie made clear in a statement issued June 18. Addressed to "my colleagues in the Department of State," the statement said:

"Under Secretary Vance's leadership there was a strong commitment to the principles of equal employment opportunities for Department of State employees and those who seek employment here. As a result, substantial progress was achieved. There have been increases in the numbers of women and minorities in our work force, including those serving in policy-level positions in the Department or as chiefs of mission abroad. But as Secretary Vance pointed out, we still have a long way to go, particularly at senior and middle levels.

"I want all of you to know that I am dedicated to eliminating any vestige of discriminatory practices and attitudes, and making the Department and Foreign Service a model of equal opportunity.

"Equal employment opportunity must be the responsibility of each and every employee. In my view, further significant progress can only be made if all employees — men and women, non-minorities and minorities alike — make EEO their business and their goal. Each of us must be alert to the possibilities for advancing affirmative action in all aspects of our work. Specifically, this means equal and uninterrupted opportunity for new employment openings, training, career counseling, assignments, upward mobility, career development and promotions.

"EEO processes need to be made part of all facets of our institutional life until EEO becomes a fact of life. Equity, the law, good management and common sense all demand it. I call on each of you to join me in this commitment." ☐

Thursday Luncheon Group slates July 10 meeting

Richard M. Moose, assistant secretary for African affairs, was scheduled to address the Thursday Luncheon Group on July 10. The organization is concerned with the interests of blacks and other minority group members in the foreign affairs community. Elected for the 1980 term were James A. Parker, State, president; Claudia Anyaso, ICA; Lucius A. Jackson, State; and James D. Singletary, AID, vice presidents; Constance M. Jordan, ICA, secretary; Griffith J. Davis, AID, treasurer; Virginia S. Butler, State, program chairman; Viessa Jackson, AID, counseling; Benoit Bookens III, State, legal; Samuel R. President, ICA, liaison; Charles Bacquet, State, membership; and James R. Doster, AID, research. ■

MEXICO CITY—U.S. Ambassador *Julian Nava* presents credentials to President *José López Portillo*, center. At right is Foreign Minister *Jorge Castañeda*. ☐

Cowed by a 'bull' (or vice versa)

By Cheryl Rebecca Nugent

The author is the wife of Allen E. Nugent, general services officer in Paraguay. Their previous post was Rangoon.

FOREIGN Service folk could undoubtedly put together their own wildlife encyclopedia, from Aardvark to Zebra, relating personal encounters with animals, reptiles and insects. But each entry would likely be challenged by someone who thought their particular encounter was at least as interesting, if not more so. The Yugoslavian New Year's pig, for instance, that appeared in the NEWSLETTER's March issue.* Would you put that under "Y" for Yugoslavia, or "P" for Pig? "P" I think, where it would fit nicely between Panther and Python. This little story then, for those with at least one tour in any of the lesser-developed countries, will appear quite mild. It is for just that reason, however, that I decided to commit it to paper. It is not terribly strange or unusual, but quite typical of Foreign Service life.

Asunción, like any capital of a fast-developing country, is a city on the move. Shiny new Mercedes vie for room with wooden horsecarts on cobblestone streets. Much of the populace still seems to be adjusting to the fast pace being set by 20th-century progress and an economic boom. Although fairly modern by most standards, Paraguay is largely an agricultural country and Paraguayans, even in the capital city, find nothing strange in seeing various farm animals wandering about. A pig running down the middle of a main thoroughfare, or even a jungle creature, like an occasional monkey dropping in to say hello, are common occurences.

So, when we found a Spanish colonial-style farmhouse, situated on an acre of fenced yard, 15 minutes from the embassy (far out to a lot of people), we jokingly referred to it as *La Finca*, the farm, and the horses, cows, goats and chickens that freely roam in the area only seemed to add to the rustic charm of life in the country. Our neighbors remember when the whole area was, in fact, part of a large farm owned at one time by El Supremo, the first president of Paraguay. Many of the gnarled old trees that enhance our yard lineup in formation, reminiscent of the once-abundant orchards.

The weather had recently turned cold and, after some pleasant hours in front of the fire, my husband and I decided to make it an early evening. By 10 o'clock the whole house was peaceful and asleep.

Several hours later I was reluctantly awakened by a persistent sound that was familiar enough, but I had to listen for a few minutes before I realized that it was indeed out of place at that hour. At very frequent intervals there came the low, resonant moo of a cow.

"What's a cow doing around at this hour?" I asked myself.

"Nothing," I replied to myself, "go back to sleep."

Who could sleep? It sounded as if it were standing directly outside the bedroom window. More likely, however, I decided it was coming from the lot next door, where there was a house under construction. There was no fence, and the animals wandered freely in and out of there all the time. Maybe it was caught in some construction material, tangled in some bushes, hurt, dying. I couldn't leave it there. I queried my sleeping mate.

"Allen, do you here that cow?"

No answer.

"Honey?"

"Uhm?"

"Can you hear the cow?"

"Uhm, I heard it before."

"Listen," I said.

"Mooooooo . . . ."

"It sounds like it's hurt or something," I said.

"Uhm."

He didn't seem too interested. By this time I was fully awake and, for two reasons, decided I would have to investigate. One, the animal must be in some kind of trouble and need help and, two, with a new baby in the house, sleep was at a premium and I couldn't get any with that infernal bellowing going on.

With the chilly weather in mind, I grabbed the handiest clothing to throw on over my nightgown: flowered lounging pajama bottoms, Allen's ski sweater and my sneakers. I threw on my trench coat, and it did cross my mind that I might scare the cow to death before I could help it.

Now Allen was wide awake, challenging my sanity, and saying something about another one of these crazy midnight adventures. I defied him to name any such adventure. He couldn't but said he was sure we'd gone through something like this before. Our Airedale, ever alert to a possible romp, was prancing around ready to accompany me, even if Allen weren't, so the dog and I departed.

As soon as we were outside, I realized the sound had carried and was deceiving. It wasn't coming from the new house at all but from the direction of our neighbor's house. I left the dog and went out the gate, still only knowing the general direction the sound was coming from. Then, 20 feet in front of me, I saw it. A BIG, black animal, squarely in front of our neighbor's gate, facing me, very much resembling one of those large bovine statues that grace the entrance to certain steakhouses back home. It didn't move and it didn't moo—it just stared at me. It also did not look like one of the regular cows—no white patches. In fact, no markings at all. All black. It grew bigger by the moment as I realized it wasn't one of our friendly cows, but a bull! By the time I got back to the house, Allen, still in pajamas, had donned a jacket and shower shoes, preparing to join me.

"It's not a cow, it's a bull," I panted, hoping my voice carried the proper drama of the situation, "and it's right in front of Jamil's [the neighbor's] house."

You could tell Allen was really getting into the spirit of the thing now as he grabbed the flashlight and we went back outside. I was convinced he would deal with the bull posthaste. He had, after all, grown up on a farm and must have known lots of bulls personally. I was properly impressed when he called it "Boss" and threw a few pebbles at it. The pebbles had the desired effect of making the animal move out of the shadows, revealing the lovely black and white marking of a holstein cow, not a bull.

Mrs. Nugent □

Allen asked: "Didn't you see its udder?"

I couldn't resist. "No, I didn't see any udders, I thought there was just one." Ha ha.

Now I proceeded with new resolve. Not a bull after all, just a cow. "I'll take care of it," said I, "you don't have any shoes on." But as I got closer, it still looked awfully BIG.

"Are you sure cows don't attack people?" I asked.

"Yes."

Why didn't he sound more convinced of that?

"Well, what's it doing here anyway?" I demanded.

Allen's turn: "It's probably a nightwatch cow." Ha ha.

"I think it's lost and standing here because of the porch light," he commented. "It's afraid to go down the path in the dark."

"I didn't know cows were afraid of the dark."

"Well, apparently this one is," said Allen.

"Why doesn't Jamil hear it?" I asked.

"His car is gone. So he's probably not home."

"What about the servants?" I asked.

"Servants are very sound sleepers."

True.

"Could it be a joke?" I wondered. We doubted it. The poor cow was just confused, and the hapless creature was unimpressed with my amateur attempts to shoo it away.

"Come on, honey, let's get back to bed," was Allen's sound advice.

He was right, of course. We were still reluctant to get too close to the cow, and she obviously wasn't going to leave the little bit of security she had there. The dog did a few dutiful barks in the cow's direction but she too seemed to sense the whole thing was a waste of time. We walked back to the house.

"Don't Paraguayan farmers count their cows at night?" I asked.

"I don't know."

Allen stoked the fire while I made hot chocolate. We sat and reminisced about our encounters with various critters since entering the Foreign Service. Allen was clearly more blasé about the whole thing than I was.

"Remember the snake in the hall?" I asked.

"Typical," he said.

"The scorpion in the living room?"

"Happens everyday."

"What about the lizard in the car that sat on my shoulder?"

"Not so unusual."

"You don't think that's unusual?" I was obviously getting no sympathy about this.

"In New Jersey, maybe," he said, "But not in the tropics."

There was a ring of truth to that.

"What about the giant toad in the washing machine?"

No comment.

The cow eventually stopped mooing, and we returned to bed. Our efforts the next day to find out just what the silly creature had been doing there proved fruitless, and we forgot about it. A couple of days later, however, Allen asked me if I might like a pair of cowboy boots for my birthday. He said I could keep them by the bed in case of emergencies. I declined his generous offer but, on second thought, with years ahead of overseas assignments, maybe I should reconsider.

—Also, the Rwandan gorilla that appeared in the April issue. Anyone else have an animal story?—*The editor ■

APPOINTMENTS

Loy tops new Bureau for Refugee Programs

Frank E. Loy has been named director of the Department's newly-established Bureau for Refugee Programs, with a rank equivalent to that of assistant secretary. He also serves as deputy U.S. coordinator for refugee affairs. President Carter has accorded him the personal rank of ambassador in the latter post. The new bureau is a successor to the former Office of Refugee Programs.

Mr. Loy

Four deputy assistant secretaries now report directly to Mr. Loy:

- Christian R. Holmes, who has been designated assistant secretary for the bureau. He provides direction for five offices—Office of Planning; Office of International Agency Coordination, with Ron Davidson as director; Secretariat, with Beverly Zweiben as director; Office of the Executive Director with Joseph Sikes as acting director; and the Geneva office, headed by minister-counselor Frank Sieverts.
- James Purcell, who is deputy assistant secretary for financial management. Under him are the comptroller; Office of Program Budget, with Mary Kavaliunas as director; Office of Contract Management and Financial Analysis, with Donald Gendron as director; and the Office of Management Information and Program Evaluation, with James Lawrence as director.
- Christopher Russell, who is deputy assistant secretary for international programs. He provides direction to the Office of African and Latin American Refugees, with Karl Beck as director; and the Office for European and Near Eastern Refugees, with Victor Wolf as director. (Mr. Wolf is to be succeeded by Jerry Hoganson next month.)
- Shepard Lowman, who is deputy assistant secretary for Asian programs. He provides direction to the Office of Asian Refugees, with Henry Cushing as director; and the Kampuchean Working Group, with Lacy Wright as director.

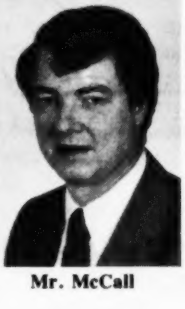
Mr. Loy served as deputy assistant secretary for economic affairs, 1965-70. He has held other posts in Government dating back to 1961, when he was appointed special assistant to the administrator, Federal Aviation Administration. He was director of the agency's Office of Policy Development, 1962-63, and special counsel to the administrator, AID, 1963-64.

A former attorney with the firm of O'Melveny & Myers, he was appointed senior vice president, Pan American World Airways, in 1970. From 1974 to 1979 he was president, Pennsylvania Co., and from 1978 to 1979, he was president of the Penn Central Corp. He was appointed deputy U.S. coordinator for refugee affairs in January.

Born in Germany on December 25, 1928, Mr. Loy was naturalized in 1939. He received a bachelor's from the University of California at Los Angeles in 1950, and a law degree from Harvard in 1953. He served with the Army, 1953-55. Mr. Loy and his wife, Dale, have two children. □

Senate staffer is now assistant secretary

Richard Lee McCall Jr., former deputy staff director, Senate Committee on Foreign Relations, is the Department's new assistant secretary for international organization affairs. Confirmed by the Senate on June 4, he succeeds Charles William Maynes, who resigned the post to become editor of Foreign Policy magazine.


Mr. McCall

Mr. McCall began his Government career in 1971 as legislative aide to then Senator Gale McGee (D.-Wyo.). In 1977 he became legislative aide to Senator Hubert Humphrey (D.-Minn.), and then to Senator Muriel Humphrey (D.-Minn.). In 1978 Mr. McCall was appointed a professional staff member of the Senate Committee on Foreign Relations. Last year he was promoted to deputy staff director.

Earlier, Mr. McCall was Wyoming field representative for the Teton National Life Insurance Co., in Cheyenne, 1967; program director, Cheyenne YMCA, 1968; chemist with the Wyoming state highway department, also in 1968; and a staff writer with United Press International, in Cheyenne, 1968-71. Born in Detroit, on May 6, 1942, he received a bachelor's from Hastings College in 1964, and attended the University of Nebraska, 1944-66.

Mr. McCall is a member of Citizens for a Better Community, Falls Church, Va. He is married to the former Barbara Ann Coy; they have two sons. □

Public affairs chief: William J. Dyess

William J. Dyess is slated to be the assistant secretary for public affairs. He would succeed Hodding Carter III, who resigned.

A career Foreign Service officer since July 1958, Mr. Dyess has held several assignments in the bureau, including office director in charge of management, 1975; acting deputy assistant secretary, 1976; deputy assistant secretary, 1977; and, from April this year until recently, senior deputy assistant secretary. Most of his first 15 years in the Foreign Service were spent abroad, where he was concerned with various aspects of U.S.-Soviet relations. →

Mr. Dyess

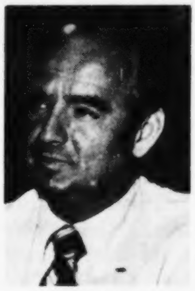
Before his assignment in Public Affairs, Mr. Dyess served on the Soviet desk as chief of the bilateral affairs staff. Before that, he was based in Berlin, where he served as U.S. chief of liaison with the Soviet authorities in East Berlin. Earlier, he served as a political officer at the U.S. embassies in Moscow, Belgrade and Copenhagen, and as Czechoslovak desk officer in Washington. Mr. Dyess' extensive experience in negotiating with Soviet officials stems, in part, from the seven occasions he was the senior Department member of U.S. delegations that negotiated the details of U.S.-Soviet maritime agreements.

As assistant secretary for public affairs, Mr. Dyess would be responsible for the Department's diverse programs for maintaining contact with various sectors of the American public. Born in Troy, Ala., on August 1, 1929, he was educated at the University of Alabama, Syracuse University and Oxford. He is a Phi Beta Kappa.

Mr. Dyess is married to the former Mary Awad; they have a 14-year-old son. ☐

Trattner appointed spokesman for State

Secretary Muskie has named John H. Trattner, executive assistant to Deputy Secretary Warren Christopher, as the Department's spokesman, to succeed Hodding Carter III, who resigned that post, and also as assistant secretary for public affairs, effective July 1.


Mr. Trattner

A career Foreign Service information officer of Class 2, Mr. Trattner had served previously as deputy spokesman and as director of the Press Office, 1977–78. He was deputy director, 1975–77. As deputy spokesman, he frequently conducted the Department's daily press briefings, and traveled with the Secretary abroad and within the United States. Since June 1978 he was special assistant, and then executive assistant, to Mr. Christopher. In addition to other responsibilities in his assignment with the deputy secretary, Mr. Trattner acted as press adviser and spokesman, traveled extensively with Mr. Christopher overseas, and managed his public affairs schedule.

Mr. Trattner joined USIA (now ICA) in 1963 as a radio information specialist with the Voice of America. Earlier, he was a freelance network radio and newsmagazine correspondent in Europe for three years; and a reporter, columnist and editorialist for daily newspapers in Hartford, Conn., and Norfolk, Va., for three years. He has also served as press attaché in Warsaw and Paris, and as deputy public affairs counselor at the U.S. mission to NATO, in Brussels.

Born in Richmond, Va., on December 6, 1930, Mr. Trattner is a graduate of Yale (where his oldest daughter is in her junior year). He also took graduate studies in music at Columbia and Yale. He served three years on active duty in the Navy as a communications officer. Mr. Trattner and his wife, Gillian, have three daughters. ☐

"Well, if you're so '*#!*#!' uncomfortable back there, why don't you forget that you're a retired ambassador and come sit up in front with your wife?" ☐

Okun: from SALT to East Germany

Herbert Stuart Okun, since 1978 the Department's representative, with the rank of minister, to the SALT talks in Geneva, is slated to be the new U.S. ambassador to the German Democratic Republic, the White House has announced. He would succeed David B. Bolen in Berlin.

Mr. Okun

Mr. Okun joined the Foreign Service in 1955 and was assigned as a political officer in Munich. After taking language training at the Foreign Service Institute, in 1959 he became an intelligence research specialist in the Department. Two years later he was named political officer in Moscow. From 1963 to 1965 he was principal officer in Belo Horizonte, Brazil, and from 1965 to 1968 he was principal officer and counselor for political affairs in Brasilia. He was assigned to the Naval War College in 1968, and the following year returned to Washington as special assistant to the Secretary.

In recent years he has served as alternate director of the Office of Soviet Affairs, 1970–73; deputy chairman of the U.S. delegation to the U.S.-USSR talks on prevention of incidents at sea, 1971–72; political adviser to the commander-in-chief, Allied Forces Southern Europe, Naples, 1973–74; and deputy chief of mission, Lisbon, 1975–78.

Born in New York City on November 27, 1930, Mr. Okun received a bachelor's from Stanford in 1951, and a master's in public administration from Harvard in 1959. He also took graduate studies at Princeton, Syracuse, and the Hochschule fur Politische Wissenschaft in Munich. He served in the Army, 1952–54, and became a buyer for a wholesale produce company before joining the Service. Mr. Okun is a member of Phi Beta Kappa. He won the Department's Superior Honor Award in 1972.

He is married to the former Lorraine Price; they have three daughters. ☐

Sutherland headed for Bahrain

President Carter has nominated Peter Adams Sutherland, who served as deputy chief of mission at Kuwait from 1976 until recently, as the new U.S. ambassador to the State of Bahrain. He would succeed Robert H. Pelletreau Jr.

Mr. Sutherland

Mr. Sutherland joined the Foreign Service in 1961. He served as a general officer in Amman, 1962–63; consular officer in Port Said, 1963–64; and economic officer in Jidda, 1964–66. From 1966 to 1967 he took language and area training in Beirut, and after completing his studies he was assigned as political officer in Jerusalem. He returned to Washington in 1970 as political-economic officer in the Bureau of Near Eastern and South Asian Affairs. Two years later he became a congressional intern. He then served as personnel officer in the Department, 1973–74, and counselor for political affairs in Tunis, 1974–76.

Born in Rochester, N.Y., on May 10, 1933, Mr. Sutherland received a bachelor's, cum laude, from Harvard in 1953; a law degree from Harvard Law School in 1960; a master's, also in 1960, from Harvard graduate school; and a certificate from the London School of Oriental and African Studies in 1961. He served in the Army, 1953–56. He is a member of the American Foreign Service Association and the Middle East Institute.

Mr. Sutherland is married to the former Carol Trinchieri; they have two sons and two daughters. ☐

AID post for Vaughn

President Carter has announced his intention to nominate Jack Hood Vaughn, who was assistant secretary for inter-American affairs, 1965–66, as the new assistant administrator for AID for Latin America. He would replace Abelardo Lopez Valdez, who has become chief of protocol. A former U.S. ambassador to Panama, 1964–65, and Colombia, 1969–70, Mr. Vaughn also is a former U.S. coordinator of the Alliance for Progress, 1965–66, and a former director of the Peace Corps, 1966–69. ☐

Ex-Peace Corps man: envoy to Senegal

President Carter has nominated Walter C. Carrington, since 1971 executive vice president of the African American Institute, New York, as the new U.S. ambassador to the Republic of Senegal. He would succeed Herman J. Cohen in Dakar.

Mr. Carrington

Mr. Carrington served as commissioner of the Massachusetts Commission Against Discrimination, 1957–61. From 1961 to 1971, he held various posts with the Peace Corps—including country director in Sierra Leone and Senegal, and deputy director in Tunisia, 1961–67; deputy director in the agency's Office of Planning and Program Review, 1967; deputy regional director for Africa, and special assistant to the director of the Peace Corps for equal employment opportunity, 1967–69; and regional director for Africa, 1969–71.

Mr. Carrington served as chairman of the UN Conference on the African Regional Plan for the Application of Science and Technology to Development, in Addis Ababa, 1974. He is a member of AID's Advisory Committee on Voluntary Foreign Aid, and the African Studies Association, Africare and Transafrica. Before his public service career, Mr. Carrington was a partner in the law firm of Maples, Carrington & Rhuland, 1957–61. Born in New York City on July 24, 1930, he received a bachelor's from Harvard College in 1952, and a degree from Harvard Law

School in 1955. He also was a Florina Lasker fellow in civil rights and civil liberties at Brandeis University, 1960. He served with the Army, 1955-57. Mr. Carrington is married to the former Joyce Ladner; they have a son.□

Trade advisory panel

President Carter has reappointed 20 members of the Advisory Committee for Trade Negotiations—and has named one new member. He is Jiro Murase, senior partner in the New York firm of Wender, Murase &

President Carter recommends 13 persons for promotion to career minister

President Carter has nominated 12 Foreign Service officers for promotion to the rank of career minister—second highest in the Foreign Service. The President also nominated a Foreign Service information officer to the rank of career minister for information. The 13 are:

- Morton I. Abramowitz, since 1978 ambassador to Thailand; served, on detail, as deputy assistant secretary of defense for international security affairs, 1974-78.
- Richard J. Bloomfield, since 1978 ambassador to Portugal; ambassador to Ecuador, 1976-78.
- Paul H. Boeker, director of the Foreign Service Institute since early this year; ambassador to Bolivia, 1977-80.
- Walter Leon Cutler, since 1979 deputy assistant secretary for congressional relations; ambassador to the Republic of Zaire, 1975-79.
- William Henry Gleysteen Jr., since 1978 ambassador to the Republic of Korea: deputy assistant secretary for East Asian and Pacific affairs, 1977-78.
- Roger Kirk, since 1978 deputy U.S. representative to the International Atomic Energy Agency, with the rank of ambassador; deputy director, Bureau of Intelligence and Research, 1975-78.
- Edward E. Masters, since 1977 ambassador to the Republic of Indonesia; ambassador to the People's Republic of Bangladesh, 1976-77.
- Roger Bigger Oakley, since 1979 ambassador to the Republic of Zaire; deputy assistant secretary for East Asian and Pacific affairs, 1977-79.
- Robert Marion Sayre, since 1978 ambassador to Brazil; inspector general of the Foreign Service, 1975-78.
- Talcott W. Seelye, since 1978 ambassador to the Syrian Arab Republic; deputy assistant secretary for African affairs, 1976-77.
- Nicholas Alexander Veliotes, since 1978 ambassador to the Hashemite Kingdom of Jordan; deputy assistant secretary for Near Eastern and South Asian affairs, 1977-78.
- Richard David Vine, since 1979 ambassador to Switzerland; principal deputy assistant secretary for European affairs; 1977-79.
- John W. Shirley, a Foreign Service information officer; since 1977 counselor of embassy for public affairs, Rome. Deputy assistant director, assistant director for Soviet Union-East Europe, and then assistant director for Europe, USIA (now ICA), 1972-77. □

Mr. Abramowitz

Mr. Bloomfield

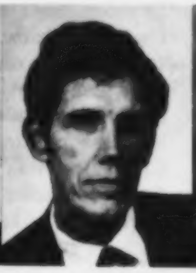
Mr. Boeker

Mr. Cutler

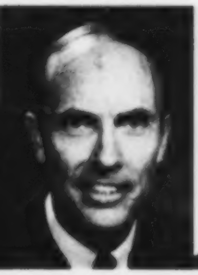
Mr. Gleysteen

Mr. Kirk

Mr. Masters


Mr. Oakley

Mr. Sayre


Mr. Seelye

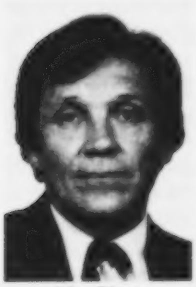
Mr. Veliotes

Mr. Vine

White, and legal counsel to some 200 leading U.S., European and Japanese multinational corporations. ☐

Piper is President's pick for The Gambia

President Carter has nominated Larry Gordon Piper, since 1977 executive director of the Department's executive secretariat, as the new U.S. ambassador to the Republic of The Gambia, in western Africa. He would succeed Herman J. Cohen.



Mr. Piper

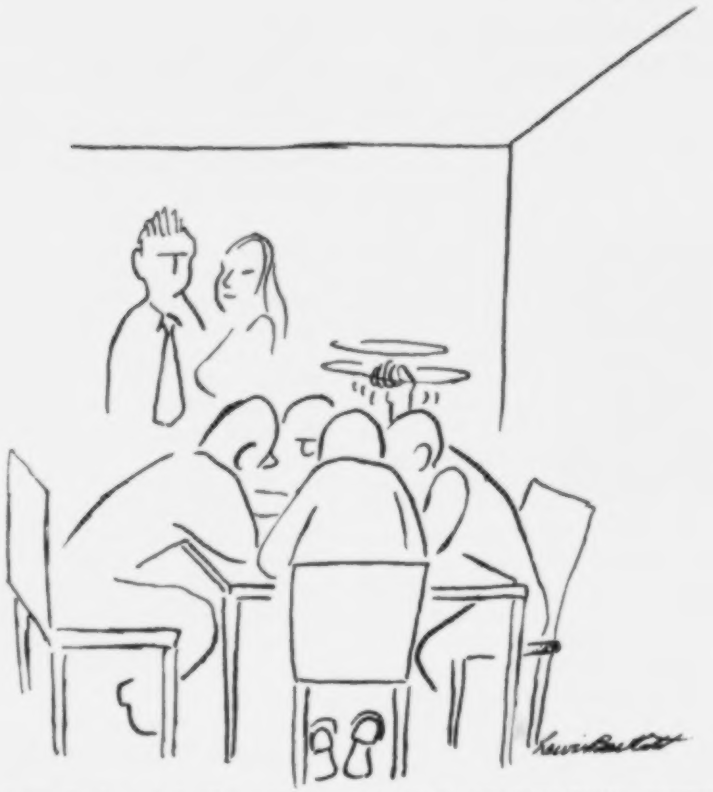
Mr. Piper began his Foreign Service career as consular agent in Las Palmas, Canary Islands (Spain), in 1961. He later was budget and fiscal officer in Salisbury, 1964–65 and Mogadishu, 1965–67; budget and fiscal officer, then administrative officer, in La Paz, 1967–70; and budget officer in Washington, 1970–72. From 1972 to 1974 he was budget and management officer in the Department, and then was assigned as administrative officer in Lagos. In 1977 he was appointed counselor for administration, U.S. mission to the UN, in New York. Later that year he took the secretariat post.

Before joining the Government Mr. Piper was assistant manager of a food processing and distribution company, 1949–54; senior accountant, then comptroller-manager, with a petroleum production and exploration firm, 1954–63; and cost analyst with an aerospace company, 1963–64. Born in Dallas on June 26, 1928, he received a bachelor's in business administration from Southwest Texas State College in 1949. He also attended the University of Texas.

Mr. Piper is married to the former Vera Jo Shepperd; they have two sons. ☐

Cuban task force

Nicholas G. W. Thorne, a career Foreign Service officer, is director of the Cuban Refugee Task Force, established in late May. ☐



"No, no, they're not shooting craps for money. They do that every Friday to see who has to come in on Sunday morning when the ambassador does." ☐

Hume Horan; envoy to Cameroon, Eq. Guinea

President Carter has nominated Hume Alexander Horan, deputy assistant secretary for consular affairs since 1978, as the new U.S. ambassador to two African countries—the United Republic of Cameroon and the Republic of Equatorial Guinea. He would succeed Mabel Murphy Smythe in both posts.

Mr. Horan

Mr. Horan joined the Foreign Service in 1960 and was assigned to Baghdad as third secretary. In 1963 he went to Beirut for Arabic language and area training and, after completing his studies, was named principal officer in Baida. He returned to Washington in 1966 as personnel officer in the Bureau of African Affairs. The following year he was assigned as Libyan desk officer. Then, after a one-year congressional fellowship, where he served in the offices of then Senator Edmund S. Muskie (D.-Me.) and then Representative Bradford Morse (D.-Mass.), 1969–70, he became political officer in Amman. He was deputy chief of mission in Jidda, 1972–77. From 1977 to 1978 he attended the executive seminar in national and international affairs, at the Foreign Service Institute.

Born in Washington, D.C., on August 13, 1934, Mr. Horan received a bachelor's, cum laude, from Harvard in 1958, and a master's, also from Harvard, in 1963. He served in the Army, 1954–56. Mr. Horan, who is fluent in Arabic, French, Spanish and German, translated a novel from Arabic, "Call of the Unknown," by Mahmoud Taymour, in 1964. He won the Department's Meritorious Honor Award in 1966.

Mr. Horan is married to the former Nancy Reinert; they have two sons and a daughter. ☐ →

Allen Davis gets nod for Guinea

Mr. Davis

Allen Clayton Davis, minister-counselor and deputy chief of mission in Kinshasa, Zaire, is slated to be the new U.S. ambassador to Guinea, in western Africa, the White House has announced. Mr. Davis would succeed Oliver S. Crosby.

Joining the Foreign Service in 1956, Mr. Davis was assigned as a personnel placement officer in Washington. He later became consular officer, then political officer, in Monrovia, where he served from 1957 to 1960. After a two-year stint as international economist, then desk officer, in the Bureau of African Affairs, he was assigned as adviser to the U.S. mission to the UN, in New York, September-December 1962. He later was officer in charge of Belgium-Luxembourg affairs, 1962–65.

Mr. Davis then was assigned to the Foreign Service Institute for training in the Russian language, and in 1966 he became political officer in Moscow. In recent years he has served as counselor for political affairs and deputy chief of mission in Ouagadougou, 1968–70; counselor for political affairs, American interests section of the Swiss embassy, Algiers, 1970–73; on detail to the Army War College, 1973–74; and counselor and deputy chief of mission, Dakar, 1974–77. He was assigned to Zaire, in 1977.

Mr. Davis was born in Glencliff, Tenn., on August 23, 1927. He attended Tennessee State, 1945; Duke, 1945–47; and George Washington, 1953–54. He received a bachelor's in foreign service from Georgetown in 1956. He served in the Navy as an air intelligence officer with the rank of lieutenant commander, 1947–53. He is a member of the American Foreign Service Association and the Flying Midshipmen Association. Mr. Davis is married to the former Marie-Therese Lamoitier. They have two sons and a daughter. ☐

Our Very Own Chronicle

Fifteen years ago, in July, the NEWSLETTER reported that:

Foreign Service veteran Raymond A. Hare was named assistant secretary for Near Eastern and South Asian affairs . . . . Career officers who received ambassadorial appointments included David M. Bane, to Gabon; David D. Newsom, to Libya; William J. Porter, to Saudi Arabia; and Parker T. Hart, to Turkey . . . . the White House declared a war against gobbledygook . . . . Meredith B. Givens of the Bureau of Intelligence and Research was elected president of the Washington chapter of the Society for International Development. ☐

Frances Cook slated as envoy to Burundi

Ms. Cook

Frances D. Cook, since 1978 director of the Office of Public Affairs in the Bureau of African Affairs, is slated to be the new U.S. ambassador to the Republic of Burundi, the White House has announced. She would succeed Thomas J. Corcoran.

Ms. Cook entered the Government service in 1967 as a public affairs trainee in Paris, with USIA (now ICA). From 1969 to 1971 she was special assistant to Ambassador Sargent Shriver Jr. in Paris. She also was a member of the U.S. delegation to the meetings on Viet-Nam, which were held in Paris. Ms. Cook later served as cultural affairs officer in Sydney, 1971–73, and Dakar, 1973–75. She was Foreign Service personnel officer with the USIA in Washington, 1975–77; on detail to Harvard for training in public administration, 1977–78; and then was detailed to State's African bureau. A former Foreign Service information officer, she was appointed a Foreign Service officer with State this year.

Ms. Cook was born in Charlestown, W. Va., on September 7, 1945. She received a bachelor's from Mary Washington College of the University of Virginia in 1967, and a master's in public administration from the John F. Kennedy School of Government, Harvard, in 1978. She also received certificates and diplomas from the Institute for American Universities and the Universite d'Aix-Marseille in France, 1965–66. Ms. Cook is a member of the American Foreign Service Association, Harvard Club of New York City, and an officer and board member of the Leopold Senghor Foundation. ☐

J.M. North is named envoy to Djibouti

Mr. North

President Carter has nominated Jerrold Martin North, since 1979 deputy chief of mission in Somalia, as the new U.S. ambassador to the Republic of Djibouti. The position had been vacant.

Mr. North joined the Foreign Service in 1963 and later was assigned as political officer in Leopoldville. In 1966 he became consular officer in Bukavu, and then was assigned as political officer and later consular officer in Brussels. He returned to Washington in 1968 to become foreign affairs political analyst, then international relations officer in the Department. From 1971 to 1973 he was on detail to AID as area development officer in Saigon. In recent years he was program analyst officer in Washington, 1973–74; administrative officer in Lilongwe, 1974–76; and deputy chief of mission, Freetown, 1976–79. He was assigned to the No. 2 post in Mogadishu last year.

Born in Chicago on December 8, 1931, Mr. North received a bachelor's in science from the U.S. Military Academy in 1954, and a master's in science from the University of Alabama in 1960. He also attended George Washington in 1971. He served as a captain in the Army, 1954-63. Mr. North is a member of the Association of Graduates, U.S. Military Academy, and of the Army Athletic Association, West Point, N.Y. He won the Department's Meritorious Honor Award in 1971.

Mr. North is married to the former Gayle von Plonski; they have three children. □

Bodde selected for Pacific island posts

William Bodde Jr., since 1978 director of Pacific Island affairs, in the Bureau of East Asian and Pacific Affairs, is slated to be the new U.S. ambassador to Fiji, Kingdom of Tonga, and Tuvalu—and minister to the Republic of Kiribati, the White House has announced. He would succeed John P. Condon in the first three posts. The post in Kiribati was established recently.

Mr. Bodde

Mr. Bodde began his Government service as program analyst with the Housing and Home Finance Agency, in 1961. The following year he was special assistant to the U.S. ambassador in Vienna. From 1965 to 1966 he was assigned as a public information specialist in the Department. After study as an Atlantic affairs trainee at Johns Hopkins, 1966-67, he became political officer in Stockholm. Mr. Bodde then served as international relations officer, then personnel officer, in the Department, 1970-73. After tours as political officer in Berlin, 1973-74, and Bonn, 1974-77, he again became an international relations officer in Washington. In 1978 he was assigned to the East Asian bureau.

Mr. Bodde was born in Brooklyn, N.Y., on November 27, 1931. He received a bachelor's from Hofstra College in 1961. After three years with the Army, 1951-54, he was employed by Newsday, Garden City, N.Y., as a supervisor, 1954-61. He won the Department's Meritorious Honor Award in 1977. Mr. Bodde is a member of the American Foreign Service Association.

He and his wife, Ingrid, have two sons and a daughter. □

Staff changes in Department

Anthony C. Albrecht is the new deputy assistant secretary in charge of economic affairs, Bureau of East Asian and Pacific Affairs . . . **Eugene E. Champagne Jr.** is executive director at the Foreign Service Institute . . . **Elizabeth G. Verville** is a deputy legal adviser in the Office of the Legal Adviser . . . **David Stottlemyer,** former director of the Policy Management Staff, Bureau of International Organization Affairs, has been designated the bureau's executive assistant.□

Crowley is chosen for Suriname post

John J. Crowley Jr., deputy chief of mission in Venezuela since 1977, is President Carter's choice as the new U.S. ambassador to the Republic of Suriname. He would succeed Nancy Ostrander.

Mr. Crowley

A former instructor at the University of Puerto Rico, 1950-52, Mr. Crowley joined USIA (now ICA) as a public affairs assistant in Maracaibo, Venezuela, in 1952. Three years later he joined the Foreign Service, and was assigned as consular and political officer in Lima. From 1959 to 1960 he was on detail to the University of Wisconsin, where he took advanced labor and economic studies. Following his studies there, he became labor and political officer in Brussels, 1960-64. He returned to Washington as international relations officer, and in 1966 was assigned as deputy chief of mission in Quito. From 1969 to 1970 he was a student at the National War College. In recent years he served as deputy chief of mission in Santo Domingo, 1970-74, and director of the Office of Northern European Affairs, in the Department 1974-77.

Born in Albuquerque, N.M., on February 10, 1928, Mr. Crowley received a bachelor's from West Virginia University in 1949, and a master's from Columbia the following year. He served in the Army, 1946-48. He is married to the former Ileana Cintron; they have two daughters. □

6 from State assigned to UN conference on women

Six Department officers are on the 37-member U.S. delegation to the world conference of the UN Decade for Women 1980, which is scheduled to meet in Copenhagen, July 14-30. The six are Ambassador Donald F. McHenry, U.S. representative to the UN, cochairman; Ambassador to Denmark Warren D. Manshel; David Cardwell, U.S. representative to the Third Committee of the UN General Assembly; Barbara Good, director of international women's programs in the Department; Koryne Horbal, U.S. representative on the Commission on the Status of Women, UN Economic and Social Council; and Sarah Goddard Power, deputy assistant secretary for human rights and social affairs. □

International trade panel

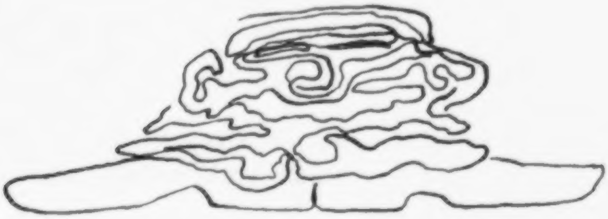
President Carter has named William R. Alberger as chairman of the U.S. International Trade Commission. Mr. Alberger, former administrative assistant to the House Ways and Means Committee, has been a member of the commission since 1977, and vice chairman since 1978. ■

Oh, it's you again!

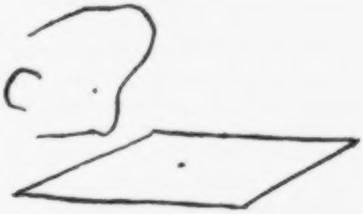
Sahel-o, the newsletter at Embassy Niamey, reports on a health survey at the post. One of the questions was about household pests. Someone wrote in the word "husband." □

An Illustrated Glossary of State Department Terminology for the Novitiate

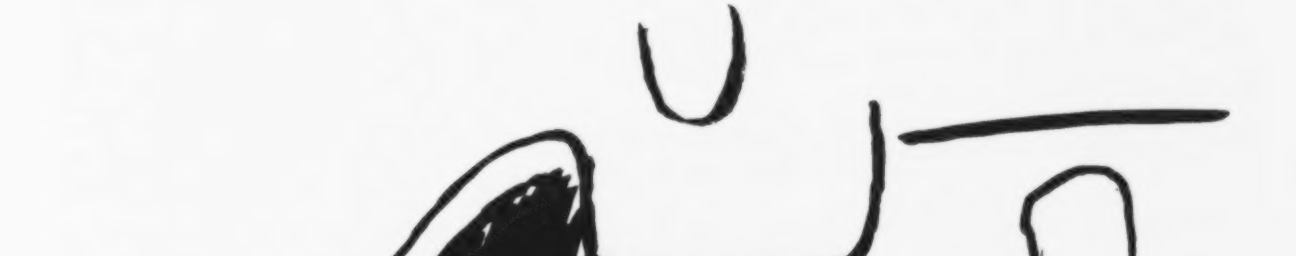
By Lewis Bartlett



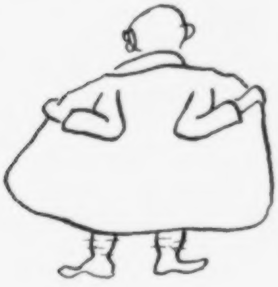
When it comes to crunch □



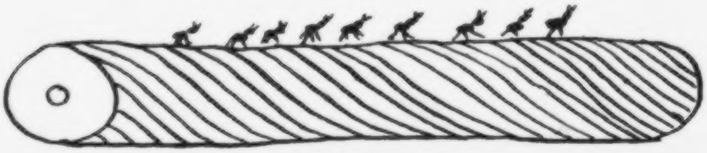
Nitty-gritty □



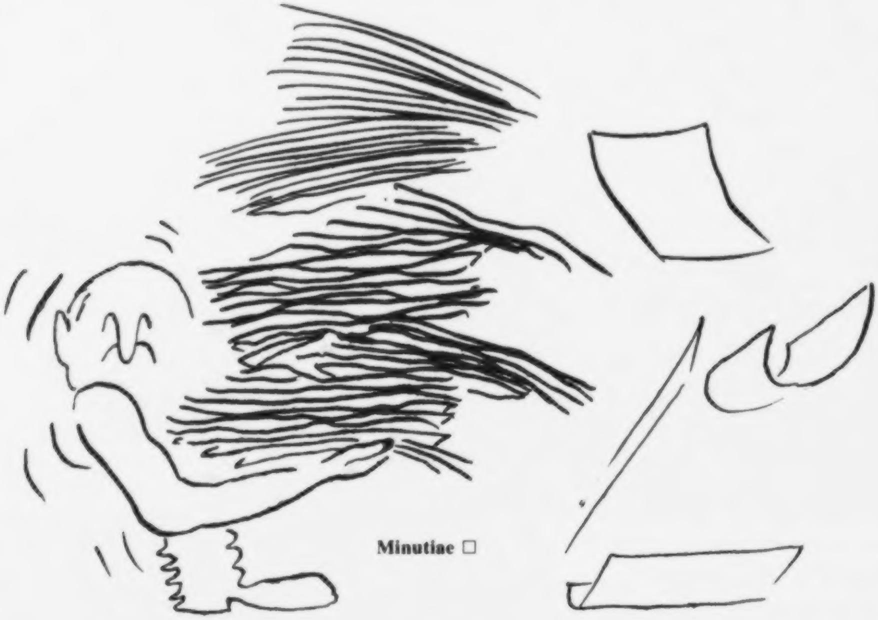
Where the rubber meets the road □



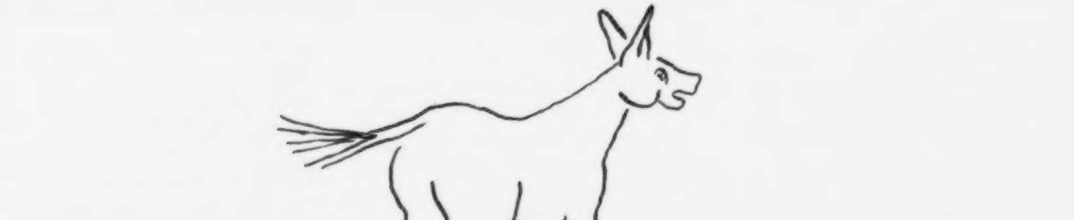
Flash □



Cable traffic □



Minutiae □



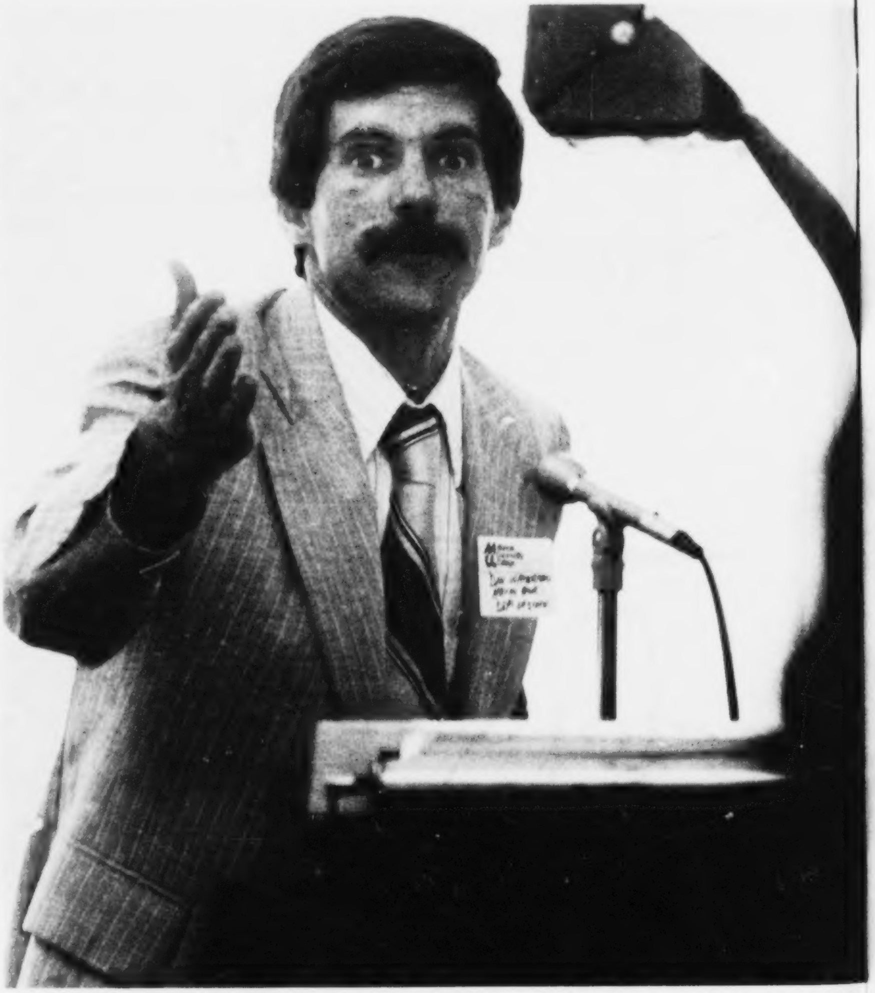
Burrocratic channels ■

On the stump for State

An account of one day in the life of Dan Waterman, FSO

DAN WATERMAN came home to Rochester, N.Y., the other day and got the sort of rush treatment that, logistically speaking, is usually accorded to candidates for public office. As he raced from one engagement to the next, he found himself making a hit in his hometown—but not in terms of his origins there. What seemed to impress his audiences, rather, was his title as senior economist on the Economic Policy Staff of the Bureau of African Affairs. Both press and public appeared to accept readily the 36-year-old Foreign Service officer as an expert on trade and investment opportunities in Africa—the topics he had come to Rochester to discuss.

His major appearance that day was at Monroe Community College, as the keynote (luncheon) speaker at a seminar entitled "American Business, the U.S. Government and Sub-Saharan Africa's Development in the 1980s." The World Trade Council of the Rochester Area Chamber of Commerce, and a local group known as the Marcus Garvey Memorial Black Solidarity Committee, were among the sponsors of the event, which also featured a speaker from the U.S. Department of Commerce.



Dan Waterman □

Mr. Waterman went to Rochester under arrangements made by the Bureau of Public Affairs at State, one of whose important programs is to encourage Department officers to go out and meet the public and meet the press. The bureau develops opportunities for this by working with civic leaders in cities and counties across the nation.

Mr. Waterman took with him a "Guide for Department Speakers," which advised him in part: "You have a clear obligation to discuss and explain our foreign policy with the public . . . . Your audience will, in many cases, look to you as *THE* expert on any foreign issue . . . . As a Department representative, your job is as much to *listen* to public opinion as to present the gospel according to Washington . . . ."

What Mr. Waterman did *not* take with him was a prepared speech. There had been no time for that, even had he felt a need for it. Connie Dunaway of Public Affairs had asked him to take the speaking engagement as a last-minute pinch-hitter for his boss, Carl C. Cundiff, director of the Economic Policy Staff, who called in ill less than 24 hours before the scheduled flight from Washington National Airport. Mr. Waterman had appeared in public for State only one other time—last October, in Hartford, Conn., when he had received much more advance notice. It was not until he boarded the plane for Rochester that he could get down to the business of preparing an outline for an extemporaneous presentation.

The fact that the former grocer's clerk and schoolteacher was going back to Rochester came about, then as sheer coincidence. It happened so quickly, and Ms. Dunaway had handed him so busy and tight a schedule, that Mr. Waterman found himself unable to take advantage of the trip from a personal standpoint. On the eve of his departure, he telephoned his parents in Rochester, suggesting that they might be able to see him on television. But he was uncertain at the time whether the interview with him would be live or taped, and he could not tell them with any certainty when it would be broadcast. The next time he had a few minutes to call them was the evening following, from the airport in Rochester, when he was leaving after his whirlwind eight hours in the city. The line was busy; he couldn't get through. There had been no time all day to dial anyone else who knew him before he left Rochester 11 years ago.

During that time, Mr. Waterman found, either he or the city had changed. In discussing this with a NEWSLETTER reporter who accompanied him, the Foreign Service officer suggested it was most likely himself. "You get out of touch real quickly," he said. "I suspect that's the best reason for us to get out around the country. There's no better way to get the feel of whom it is we're representing when we're overseas or in Washington. Take my own case. I thought I knew what the people of Rochester would be interested in. If it was foreign policy at all, it would probably be some sexier aspect of it than what I came here to talk about. But I guess I was wrong. When I spoke to the business people and in the press interviews and at the reception given by the black group about things like an integrated commodity program, they must have been listening or they wouldn't have asked so many questions about it. There's more interest in the bread-and-butter aspects of our Africa policy than I had thought. This was a good thing to learn, and to take back to Washington with me."

Funny thing about the Foreign Service. One can serve widely in Africa, as Mr. Waterman has—in Tanzania with the Peace Corps and, later, as economic officer in the embassy; in Ethiopia as political officer; subsequently, in the Department as Sudan desk officer—and yet have to spend time in Rochester to find out why it's worthwhile to be in Africa.

The first thing Mr. Waterman had to do on his arrival in Rochester, after he was whisked to the college from the airport just before lunchtime, was to confront the media at a news conference. While other speakers scheduled for the seminar cooled their heels, he was interviewed first by one TV reporter, then another, and finally by a reporter for the Rochester Times-Union who sat waiting patiently. Mr. Waterman fielded all questions coolly and easily—a performance enhanced by the fact that the things asked him were squarely in his field ("Why should local firms seek Africa as a market?" "Which African countries offer the best opportunities for investment?"). He had thought he might be asked political questions, but these did not materialize.

On the air. *(Photos by Robert Kaiser, Visual Services)* □

By the time Mr. Waterman arrived at the speakers' table, in the room where the business people (about 60 of them) were gathered, lunch was being served. It was a gourmet offering, centering on a filet of chicken breast in a rich yellow sauce, but Mr. Waterman ate very little. He was thinking about what he would say. Within 25 minutes, he was at the mircophone, going straight to the heart of his talk without attempting a humorous introduction. "I really have a simple message today," he began, "and that is that U.S. economic opportunities in Africa are growing." He went on to repeat much of what he had said in the press interviews. He appeared confident in his subject; his delivery was well-paced and easygoing. He spoke for 22 minutes employing the phraseology of business and economics, in a presentation that was surprisingly bereft of bureaucratic jargon. When the time came for questions, the audience was full of them—economic, not political, questions. After about 15 minutes. Mr. Waterman was warned that his schedule allowed him only 60 more seconds.

Riding herd on him were Sumati Devadutt and Judy Hall of the college faculty, who became concerned about his getting to the next stop—a newspaper editorial conference—on time. Mr. Waterman had started to leave the lectern, but he was halted there by several businessmen who had further questions. With four persons waiting to speak to

***Sumati Devadutt*, center, of Monroe Community College, tries to hurry *Mr. Waterman*, left, through the day's schedule.**□

him, Ms. Devadutt again called him away. But another man intercepted Mr. Waterman, asking him earnestly whether British and French businessmen could be presumed to have a “colonial advantage.” When the speaker had completed his answer to this individual, Ms. Devadutt yanked him by the arm. Again he was intercepted. Finally, Ms. Devadutt got on the microphone and broadcast: “Mr. Waterman, may I ask you please to leave?” That did it. Ms. Hall took over at that point and drove Mr. Waterman across town to the joint offices of the Rochester Times-Union and the Rochester Democrat & Chronicle.

Stuart Dunham, editorial chairman of the two newspapers, presided at a meeting where three writers put questions to Mr. Waterman. The reporters obviously were well-informed and serious-minded. To Mr. Waterman's surprise, they stuck to economic questions. More than a half-hour passed at the large conference table before Mr. Dunham himself, who had been silent until then, threw in the first political question. It had to do with apartheid in South Africa. But even this question had been triggered by an economic consideration. The Kodak people in Rochester were being pressured to pull back from their operations in South Africa —to “disinvest.” The two newspapers in Rochester had taken opposite stands on the issue. What was the State Department policy on such “disinvestment”?

Mr. Waterman had come prepared. He had in his briefcase a policy statement on the subject, made recently by Assistant Secretary Richard Moose in an appearance on Capitol Hill. Mr. Waterman used the statement as a base from which to answer the questions of Mr. Dunham and the reporters. But his phrasing was his own. The interview remained businesslike, and was concluded amicably shortly afterward.

Ms. Hall then drove him back to the seminar at the college. From there he went to another part of town, to become the honored guest at a wine-and-cheese reception given by the black people's organization in a new African-style restaurant. On being introduced there, Mr. Waterman greeted his audience in Swahili, only to find he was the only person there who was conversant with the language. He quickly switched to English and to economics, and left to applause.

The final stop was in the studio of the public TV broadcasting station. He went on live in what turned out to be his stickiest appearance of the day. A program segment had been built around the racial turmoil in South Africa, and Mr. Waterman's interviewer had taken it for granted that the Foreign Service officer was competent to speak authoritatively on the subject. Before going on the air, Mr. Waterman told the newsman he was an economic officer—not a high-ranking political officer—and was not the best source of information for matters involving high policy. But the questions were put to him anyway, and Mr. Waterman fielded them with some assistance from the Moose statement.

At reception in the restaurant.☐

***Mr. Waterman* is interviewed by *Neill Borowski* of Rochester Times-Union.**☐

When this was over, there was barely time to get to the airport in time for the return flight. "I really enjoyed this," Mr. Waterman said, finally unwinding as he headed back to Washington. "It was a great change of pace. It was the same for me when I was overseas—I would look for an opportunity to get out into the countryside, away from my desk. I really don't know how to account for the fact that there seemed to be so much interest in straight economic subjects, but I take it as a good sign for our policy, and for international understanding, too. I find myself feeling happy about all this—learning that there *is* interest in what I had assumed was an esoteric subject. I guess you'd have to measure the impact of my speech today in terms of how many people might be prompted to say: 'Yes, I ought to go out now and look at the opportunities for investment in Africa.' That would be an action result. You can sit around and just debate foreign policy any time. But it's action that counts, and it's action that I, for one, find the most satisfying. I hope I'm asked to do this again."

—SANFORD WATZMAN ■

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the NEWSLETTER *staff.* ☐

Board finds OERs 'falsely prejudicial'

303—Three evaluation reports written on grievant, when he served at one particular post, were the subject of this grievance. The grievant claimed they were substantively and procedurally defective, and damaging to his promotion and assignment prospects. As relief, he sought removal of the ratings from his performance file. At issue were matters such as failure to give sufficient weight to an accomplishment; undeserved criticism regarding grievant's work and requirement for guidance; negative comments about his effectiveness in oral communications; erroneous statements regarding his language ability and poor personal relations; and criticism for length of absences from post on emergency leave, rather than comments on the quality of his performance. The agency refuted all grievant's claims, saying that his evaluation reports were balanced and contained no defects.

The board examined all the issues and found that although some of the grievant's complaints were not legitimate, others were. The board ordered that certain deletions be made from two evaluation reports, that a statement concerning these deletions be placed in the grievant's performance file, that the selection board's low ranking of grievant be deleted and a non-rate be shown for that particular year, and that grievant's performance file as revised, be placed before a selection board which was meeting at the time the decision was issued. ☐

Board claims lack of jurisdiction

405—The grievant was selected out for time-in-class before the Foreign Service Grievance Board was instituted. At the time, a hearing committee heard his protests over his involuntary retirement, and recommended that grievant be reinstated at the next higher class. The agency rejected the recommendation. The grievant later submitted his grievance to the board, contending that the agency's refusal to act favorably upon the hearing committee's recommendation resulted in wrongfully denying him a financial benefit to which he otherwise would have been entitled—a retirement allowance (or deferred annuity). As relief, he sought both a finding by the board that the recommendation of the hearing committee was improperly set aside, and reinstatement for at least one day in order to obtain the financial benefits of which separation from the Service deprived him. The board conducted a hearing to consider only the jurisdictional aspects of the grievance. The grievant felt that it was congressional intent that the grievance procedure be available to a wide range of potential grievants and that the jurisdictional provisions should be liberally interpreted.

The agency claimed that grievant's complaint concerned his involuntary retirement—a matter which had already been resolved. It also maintained that the board had no jurisdiction over the case. The agency argued that the grievant was a "former officer" and, under this definition and in the circumstances of his case, could grieve only that an allowance or other financial benefit had been improperly denied.

The board found that it did not have jurisdiction over the case because, although the annuity itself would qualify within the reasonable interpretation of an "allowance or other financial benefit," in this instance, the annuity was simply a by-product of the actual remedy sought—reinstatement. In the board's opinion, even if "former officer" was the relevant category under which to accept jurisdiction over the case, a termination issue would first have to be considered as a prerequisite to reaching the annuity question. The Board was not persuaded that subsection 692(1)(c) of Part J of the Foreign Service Act of 1946, as amended, limited as it is to disputes over allowances or other financial benefits, was intended to accommodate such an issue. ☐

Grievant appeals 'unjust' action

450—The grievant alleged that an administrative decision directing his transfer to another section within the office in which he worked was an unjust disciplinary action, resulting from his complaints about his physical working environment. As remedy, grievant requested reinstatement to the position from which he was removed and substitution of administrative leave for a period of leave without pay he took to prepare his grievance. The agency did not find merit in the grievance which, it claimed, concerned the matter of an assignment and thus did not come under the board's jurisdiction.

The Board determined that the grievance fell within the definition of "grievance" contained in 3 Foreign Affairs Mannual (FAM), section 662.c(4), to include ". . . dissatisfaction with any matter subject to the control of the agency with respect to the grievant's physical working environment," and was therefore within the board's jurisdiction. In the final analysis, the board found that grievant's removal from his job as a consequence of his complaints was an unfair and unjust administrative action. Accordingly, the board ordered that the grievant be returned to his original position for the remainder of his tour. The board also ordered that the 48 hours charged to leave without pay and used by grievant to prepare his grievance be changed to administrative leave. □

A consular officer's lament

Stranded in the visa mill
My life passed 'fore my eyes.
Like Sisyphus upon the hill
I heard the mocking cries

Of vengeful gods who sealed my fate
And doomed me to this chore.
A raven perched upon my pate
Whispering darkly, "Nevermore."

"I haven't time for poetry!"
I cried in my despair.
"I must distinguish L from E,
And who will do what, where."

I had a dream the other night:
Two hundred fourteen bees
Hovered like a K for kite
Above the fickle seas,

And swooping down like angry birds
They buzzed a grim refrain.
(I do believe I heard the words,
"You can't go home again.")

How ya gonna keep 'em down on the farm
After they've seen L.A.?
Give the student an F for charm—
For effort give an A.

And for the soul who, to a star,
Has hitched his kimchi cab,
An H will send him mighty far
(The lawyers will send the tab.)

"I have a friend. . . It's for my job . . .
My daughter's giving birth . . .
The Lord has sent me to heal the mob . . .
I'm married, for what it's worth."

I tossed and turned,
  flicked on the lamp,
My spirit bruised full-sore
It's Monday—the machine
  won't stamp.
Quoth the consul, "Nevermore."

—Patricia Hill Dick
Embassy Seoul □

He wins extra year to compete for tenure

512—The grievant claimed that an officer evaluation report (OER) covering a three-month period, and which was falsely prejudicial, had remained in his file for one year before it was removed by the agency as a result of a grievance he filed. The grievant claimed that it influenced a tenure board's decision not to grant him tenure. As relief, he asked that he be granted an additional year time-in-class in which to achieve tenure. The agency did not feel an extension of grievant's time-in-class was an appropriate remedy primarily because the OER was for only a three-month period and because grievant was promoted while the report was in his file.

The board was not convinced that grievant's promotion was evidence of lack of injury since the promotions of officers in the grievant's grade that particular year were virtually automatic due to then current junior officer board precepts affecting him. Nor could the grievance board rule out the possibility that the grievant would have been tenured by the tenure board had it not seen the OER. Therefore, the grievance board found that the grievant was deprived of the opportunity to have a fair assessment made of his file and directed that the grievant be given one extra year time-in-class to compete for tenure. □

Employee gets chance to convert to career

514—The grievant charged he received both erroneous and insufficiently reliable information at the time of his appointment, and that his agency misapplied the laws and regulations governing the employment process in his case, which led to the alleged wrongful termination of his time-limited appointment. He claimed, too, that his application for conversion to tenured status was improperly denied. As relief, he requested conversion to tenured status and assignment to an appropriate position overseas. The agency contended it violated none of its laws, regulations or published policy in his appointment, in the handling of his conversion request, and in the decision to terminate his appointment. Regarding his appointment, the board was convinced the grievant would not have left his tenured supergrade position in his previous agency had he not first received strong assurances from high-level officers that his move would result in a career with his new agency. However, the board found his appointment documents didn't accord career status, as he had claimed.

The board found that the record was not clear about the basis for the denial of an endorsement for conversion of the grievant by the head of the office which hired him. The agency stated that the denial was predicated on the reorganization of the office in question, which led to the abolishment of the grievant's position and the consequent determination that the grievant's services were no longer needed. Factual information about and circumstances of this reorganization were absent from the record, said the board, and it could not even speculate, in the absence of such information, whether the "non-need" decision had a justifiable basis. The board made plain it was not questioning the agency's right to determine its personnel needs, but said this did not amount to the right to terminate a time-limited appointee arbitrarily or for any reason wholly beyond the scope of the regulations.

Given that the record contained no facts which would support a reasonable basis for the office director's decision, that the program in which the grievant had good reason to believe he would have a career is still ongoing, and that he is a recognized expert in his field and received excellent evaluation reports, the board was at a loss to understand the determination that his services were no longer needed. The board could only conclude that the actions taken were impermissibly arbitrary. Because the agency's decision to end the grievant's appointment was based on the arbitrary decision of the office chief, the board found the personnel action terminating the appointment to be defective and unwarranted. It directed that action be rescinded and the grievant be given an appropriate assignment and equitable opportunity to convert to career status during the remaining period of his appointment. ■

Foreign Service secretary is a celebrated painter

WHEN the Paris Embassy News started carrying congratulatory notices of Theodora Pringos' distinctions for her paintings, staff members would greet her with "I didn't know you were an artist," to which the secretary at the U.S. mission to UNESCO would reply: "Neither did I!"

Miss Pringos, known as Theo, which is how she signs her paintings, considers herself simply a "Sunday painter"—she has never had any formal training. However, it did give her joy the first time she received an envelope addressed "Le Peintre THEO." And, as she says: "It still does."

In spite of the numerous individual and contract offers she receives, she has—with one exception—obstinately refused all sales, though she has made gifts of portraits to individuals she has painted. The one exception was the recent purchase by the French government of her painting "Au Marché," which was on exhibit at the Salon des Artistes Francais et Société des Beaux Arts, at the Grand Palais in Paris. This was an exhibition for which 1,500 paintings were refused by the selection jury.

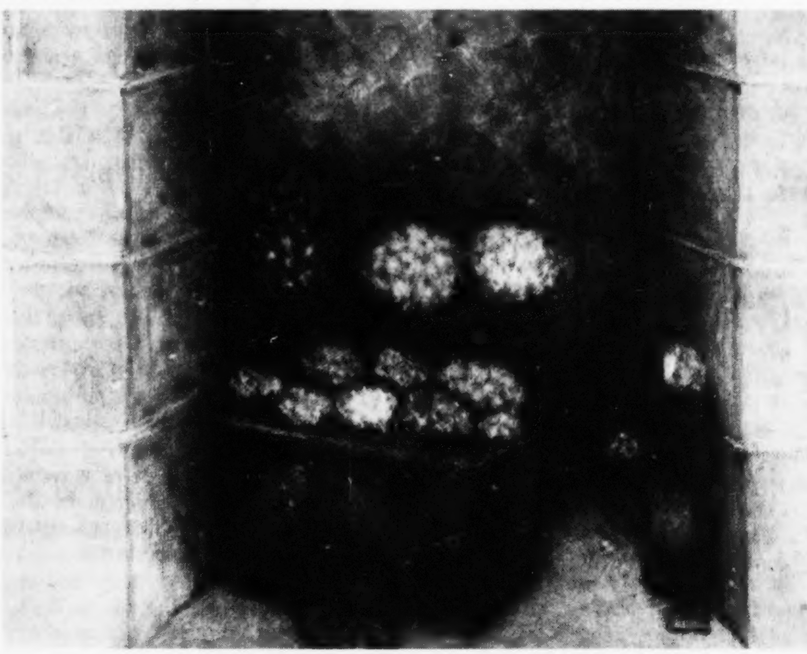
Her style is said to bear the influence of the impressionist school, but with a definite and individual "naive" quality. Art critics invariably refer to her works as "poetic," characterized by "simplicity of expression." Her favorite subjects are flower vendors and market places. She says Paris has a wealth of such scenes.

Theo Pringos **working on the painting "Marchand de Fleurs," which has been sold for the benefit of UNICEF.** □

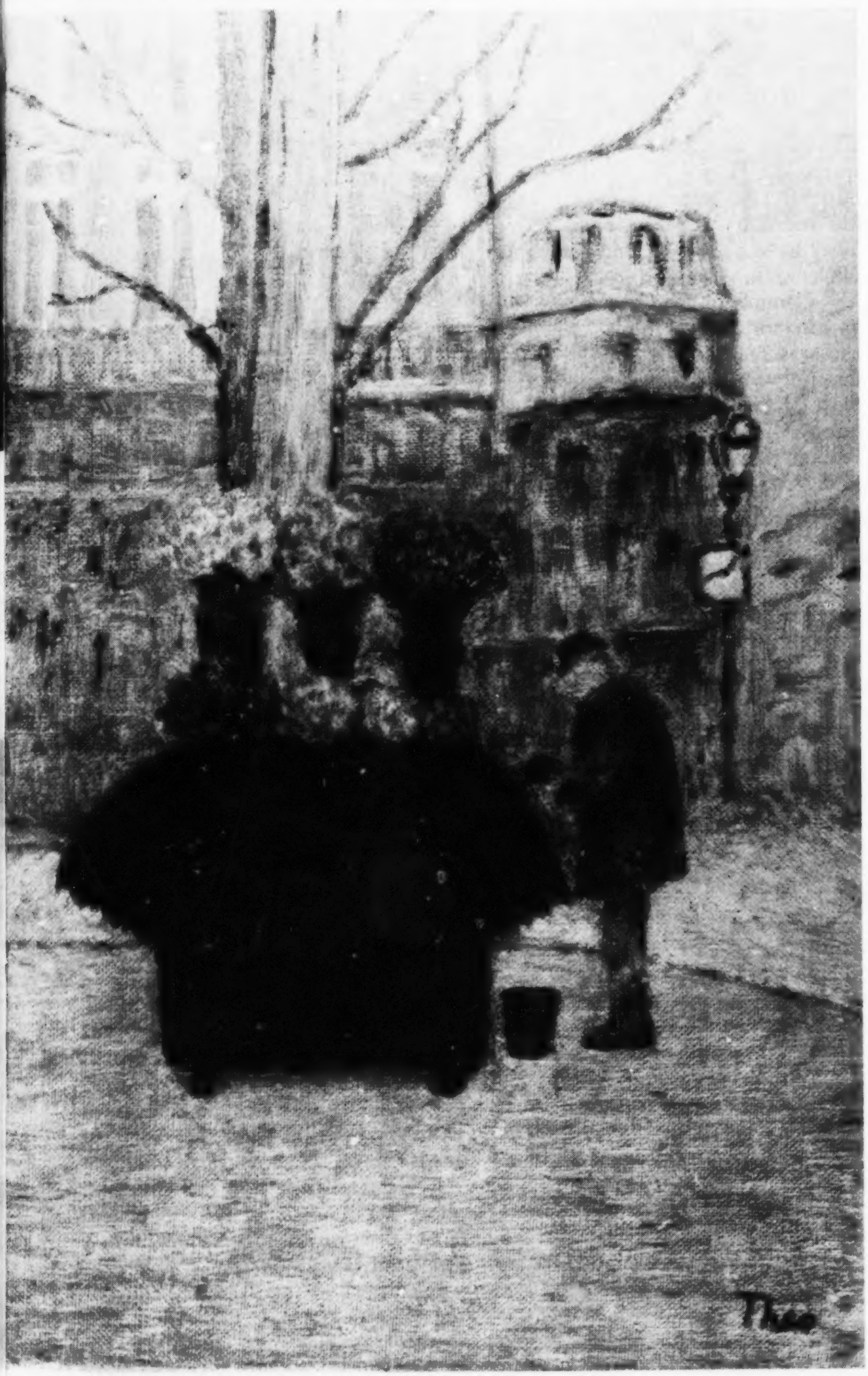
Asked about her successes, she replied: "It all seems to fall right out of heaven. I was on my way to work on a bus one day recently. I opened a letter and found in it the offer from the French ministry of culture to acquire my painting. I thought that any minute I would wake up from a dream!"

Her first prize was a Premier Grand Prix. She received the "Kerylos" Medal (Classic Section) for a painting entered in an international

La Charrette de Collette □



exhibition at Cannes in 1973. Since then, other international exhibitions have brought her two silver medals at Rome (1973 and 1974), plus a Premier Grand Prix (Naive Section) at Deauville (1979). For entries in international competitions by the Academie Internationale de Lutece, Paris, she received two bronze medals (1974 and 1978) and a silver medal (1979).



Les Premieres Violettes (Place de l'Opera) □

Last year she was the recipient of the bronze medal decoration from the distinguished French society "Arts-Sciences-Lettres." And this year she has received, exceptionally, a promotion in grade with the silver medal decoration—a promotion which normally requires a waiting period of six years.

Since 1974 her works have been included in a number of Paris exhibitions given yearly by the celebrated Salon d'Automne and the Salon des Artistes Francais et Société des Beaux Arts. For both, all entries must be approved by a jury. None of Miss Pringos' entries have ever been refused.

As to how she took up painting, she explains: "In my early years the piano and ballet were my great passion. I aspired to become a concert pianist, but circumstances dictated otherwise; I have spent my life, instead, to the tune of a typewriter."

At 17, while attending the summer session at the Cincinnati Conservatory of Music, Miss Pringos was chosen from its ballet class to become a member of the corps de ballet at the Cincinnati Summer Civic Opera Company. She performed in "Samson and Delilah" and "Faust." The following summer, she played the first movement of the Chopin E Minor Concerto with the conservatory symphony orchestra. This was the orchestra's principal concert, broadcast live on radio.

"Painting was still another passion," she recalls, "but I did not take it up seriously until I no longer had a piano."

Miss Pringos has had 30 years of Government service, mostly at State. Her first five years were with the War Department in the 1940s, at Camp Lee, Va., where, she says, "on Sundays I would play the piano to wounded soldiers in the hospital wards."

In recognition of her State Department service, she received an award of $200 in 1976, and a meritorious step increase in 1978.

—Howard Hardy ■

FOREIGN SERVICE FAMILIES

Marilyn Holmes heads Family Liaison Office at State

Marilyn S. Holmes is the new director of the Department's Family Liaison Office. She succeeds Janet W. Lloyd, the first director, who held the post since 1978 and is now studying for a master's in social work, at Catholic University in Washington.

Mrs. Holmes

Mrs. Holmes, who served as deputy director of the Family Liaison Office from January until recently, has had extensive experience counseling Foreign Service families. As a volunteer, she established a family liaison office in the U.S. embassy in Rome, in 1977. That office later became one of the first to obtain a funded position. Mrs. Holmes also was chairman of the St. Stephen's School executive committee. A 20-year member of the Association of American Foreign Service Women, she has held various positions on its board.

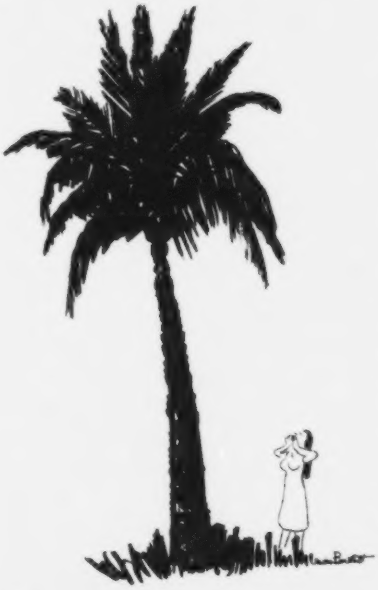
Other volunteer activities have included service as a French teacher for Foreign Service wives, 1961–63; clinical technician for Planned Parenthood, Washington, 1961–63; program chairman for the Association of American Foreign Service Women, Washington, 1967–70; and chairman of the Foreign Service Educational and Counseling Center, Washington, 1974–77.

Earlier in her career Mrs. Holmes was films officer for USIA (now ICA), Phnom Penh, Cambodia, 1954–56; production manager in charge of educational documentaries, Byron Films, Inc., Washington, 1956–58; narrative writer for Metro-Goldwyn-Mayer's "News of the Day" weekly newsreel, Washington, 1958–59; and script writer and coordinator for documentaries made by USIA, also in Washington, 1958–59.

Mrs. Holmes has attended Wells College, University of Paris (Sorbonne, Faculté des Lettres), Ecole du Musée du Louvre, Paris; and Universita Gregoriana, Rome. She has lived in France, Germany, Cambodia, Cameroon and Italy. Mrs. Holmes' husband, Henry Allen Holmes, is currently the principal deputy assistant secretary for European affairs. They have a son, 17, and a daughter, 20.

Commenting on her appointment as director, Mrs. Holmes noted that she was reared in a Foreign Service family. "My father was with AID for most of his career, and I have lived through many of the problems that Foreign Service children face," she said. "My husband, also, is a Foreign Service son."

Mrs. Lloyd said she hopes to continue to work informally with the Family Liaison Office and the Foreign Service community. "My two and one-half years as director have been the most challenging and rewarding years of my life," she said. □



"Geo-o-orge. You can come down now. The family liaison officer says we're 'sposed to kiss and make up." □

Under Secretary *Ben H. Read* signs U.S.-Canadian agreement. *Janet Lloyd* is with him. *(Photo by Glenn E. Hall, Visual Services)*□

U.S., Canada agreement covers family members

The United States and Canada, on June 12, signed the first bilateral agreement which grants family members of Government employees permission to work in each other's countries. Under Secretary Ben H. Read signed the document for the United States, and Minister-Counselor John D. Hughes, of the Canadian embassy in Washington, signed for Canada.

A provision of the 1979 Foreign Relations Authorization Act had urged President Carter to seek "to conclude such bilateral and multilateral agreements as will facilitate the employment of family members of U.S. Government personnel assigned abroad in foreign countries."

Negotiations for the bilateral treaty were conducted by Janet Lloyd, then director of the Department's Family Liaison Office. "Overseas employment of family members continues to be a major issue in the office," she said. "We hope that the bilateral treaty with Canada will serve as a model for future treaties."■

Ask Doctor Dustin

This column by Eben H. Dustin, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Dustin directly. In either case, your privacy will be respected; your post will not be identified.* ☐

Q.

EUROPE

My husband is being treated with a sulfa drug for a prostate gland infection. I'm really rather worried because he's only 38, and I thought this condition occurred just in elderly people. What is your advice?

A.

The prostate, the size of a 25-cent coin, is a gland that surrounds the neck of the bladder and produces fluids, which enrich sperm and form part of the semen. While infections are frequently found in older men, because of enlargements which occur with age, they can also occur in young men. Lucky indeed is the man who makes it to 65 without at least one bout of prostatitis! Infections are manifested by several significant symptoms, not the least of which are painful urination and cloudy urine. Usually simple urine tests and special bacterial examinations can identify the bug that is the culprit causing the infection, and treatment with the proper antibiotic can be instituted. When prostatitis occurs in older men because of an enlargement, other treatment is indicated. In your husband's situation, I would predict that he'll probably be promptly cured of his discomfort, and the infection will resolve itself without any residual problems. The important points to remember are that he should take his medicine for the full period of treatment that his doctor advises—be it 10 days, two weeks, or four weeks. I urge you to speak with your husband and his physician if further symptoms should develop and if you continue to be alarmed. For now, from your brief description, it sounds like the situation will soon resolve itself.

Q.

WASHINGTON

. . . Summer's here. We've a big camping expedition planned for our family. What's the treatment for insect bites and stings? I've heard horror stories about people dying from bee stings. How do you prevent this?

A.

You're right to be concerned. Each year there are deaths from the Hymenoptera family of bugs, which includes bees, yellow jackets, hornets, wasps and fire ants. Actually, however, only about 50 deaths occur annually from bites or stings. Most of us are bothered and irritated by bites, but have no serious medical reactions. Still, the pain and swelling that occur at the time of a sting or bite should be treated by removing the stinger, if one remains, and directly applying ice for about 10–15 minutes. This will keep the swelling down and minimize the pain and itching. The bite area should then be cleaned with soap and water. And that's that. If itching persists, a baking soda paste or ammonia can be gently rubbed on the site to relieve the stinging sensation. For the few who have serious allergic reactions to stings, the directions on a bee sting kit should be followed, and medical care should be obtained *immediately*. The symptoms of a serious allergic reaction are: difficulty in swallowing, breathing and speaking; nausea; vomiting; and belly pain. If these occur, the patient needs an adrenalin shot immediately. It is available in the bee sting kit and/or can be given by emergency medical personnel. If anyone in your family has an allergy to stings, you should see a doctor about beginning desensitization shots and obtaining the proper emergency medical equipment.

Q.

ASIA

We have decided to order a baby crib from the States, instead of buying one locally, because we're concerned about safety (our baby is due in a few months and will be our first). Are there any other precautions we should take to make sure our baby is well-protected?

A.

I agree strongly that one of the most important things you can do as a parent in the first few years of your child's life is to be vigilant and ever watchful, to ensure a safe environment for your child. Your decision to purchase an American-manufactured crib with safety features is an excellent one. I commend you. The American Academy of Pediatrics has some additional safety tips which are worth commenting on, in addition to the obvious ones of *never* leaving your baby unattended on a changing table, and *never* leaving the safety rails down. Here they are:

1. Cribs should not have slats more than 2⅜ inches apart, since infants may stick their heads and necks through wider slats and strangle.

2. The crib mattress should be the same size as the crib, to avoid space around the mattress in which a child might catch an arm or a leg.

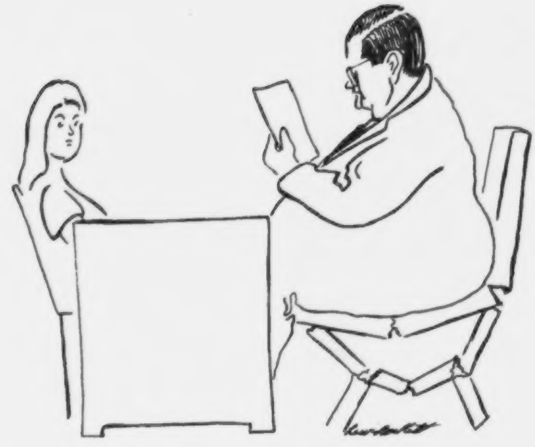
3. Young siblings may accidentally or purposefully tip over infant

seats or lower safety rails; infants should *never* be left alone with young brothers or sisters.

4. Straps or changing tables will not always hold an active, squirming infant.

5. Don't leave large toys or stuffed animals in a crib. A baby might use them as stepping stones to climb out.

6. I must emphasize the critical importance of using infant car seats every time the baby is traveling. Statistics confirm the value of such seats in preventing deaths when car accidents occur. Being held in a parent's arm (even if the parent is using a seat belt) is not adequate protection for an infant. Car seats are a must.



"I am afraid you can't have a medical clearance, Miss Jones. You're five pounds overweight." ☐

Q.

EUROPE

Part of the treatment for my blood pressure condition is taking medicine and supposedly cutting down on salt. My doctors say my weight is O.K. Can you explain in simple terms why and how I can handle this salt situation?

A.

Your diet is important because people with high blood pressure who watch what they eat need less medicine. We've found that proper diet makes their drugs more effective. For purposes of our discussion, salt is sodium. We know that excess fluid that sodium holds in the body may put an added burden on the heart and increase the blood pressure. It follows logically that, for some people with high blood pressure, a reduction in the amount of sodium can lower their blood pressure, in addition to lessening their need for blood pressure medication. Here are a few tips to help you in cutting down on your sodium or salt consumption:

1. Don't shake table salt on your prepared foods. This is difficult to stop, I know, especially if you've been doing it all your life.

2. Refrain from adding salt in cooking or baking. If someone else prepares your foods, tell him or her not to add salt when fixing your meals.

3. Eat more fresh fruits and vegetables.

4. Check food labels for sodium.

5. Try seasoning with lemon juice, herbs and spices. You'll find some tasty combinations.

6. Check with your pharmacist when you're buying nonprescription over-the-counter drugs. Many patent medicines are sky-high in salt content.

And good luck to you—with your weight under control, a physician monitoring your medicine regime, and a low salt diet, you will find that good blood pressure control can be nicely achieved.☐

Alcohol Awareness Program

Newsman says: 'You don't have to drink'

Believe it or not, one out of every three people don't use alcohol! This may shock some of you "social drinkers" who think you have to drink to have fun, or to be successful in our profession, or to be socially acceptable, etc. The following remarks, by a Washington newspaper correspondent, explain why you don't have to drink!

"I'M A NON-DRINKING member of a profession in which social drinking is demanded. I am a Washington newspaperman, covering a political and diplomatic beat. When I first came to Washington at 23, a decade ago, I was told I'd have to learn to drink, at least enough to be sociable. The cocktail party is Washington's greatest social institution, and newsmen have to attend hundreds of them in the process of cultivating news contacts and making acquaintances among public officials.

"Back in the old saloon days and during prohibition, drinking had a social stigma attached to it. Today the situation is reversed. The drinking of whiskey and gin cocktails is not only socially acceptable, it's socially demanded. In some small towns the drinker may still be frowned on, but not here in the city. Drinking is considered smart.

"How can a non-drinker justify his principles in a society where drinking has become so widely accepted? How can he resist social pressure? Let's face it. It isn't easy to refuse. I had lots of uncomfortable moments till I got my social bearings sufficiently to know how to cope with the problem.

"**I can understand** well how many of our youth, who would really perfer not to drink, become convinced they must for social reasons. After 10 years of bucking the cocktail circuit in our nation's capital and drinking ginger ale and cokes, maybe I can give some advice on how to refuse a drink when it's pressed on you.

"In the first place you have to decide whether you're going to drink or not drink. I made up my mind rather strongly on that when I was going to college. I knew a couple guys who were expelled from a small church college for drunkenness. They didn't look very good the night they tore up the library on what was supposed to be a hilarious spree. For one, it meant the ruin of what could have been a promising law career. He never went back to college.

"**While in graduate school** at a Big Ten university I saw a lot more students drinking. It was more common on the big campus. I saw some coeds when they were so tipsy that the way they behaved left me with no respect for them or the men they were with. They were paying a mighty high price for a good time.

"I knew a congressman's son, a brilliant boy, who first flunked law school, then was court-martialed as an army officer simply because he couldn't stay away from beer. He caused his father terrible anguish and finally woke up to the fact that he was ruining his life.

"**For awhile after graduation** I was breaking my way into journalism as a general assignments reporter; and as city editor of a small Minnesota paper, I had to cover police court. There I really saw the cost to our society of letting beer and liquor become a controlling part of the American way.

"I would see not only those whose lives had been sacrificed on alcohol's altar—the white-pallored, trembling stumblebums and floozy, unkempt women—but also those who travel in the more respectable circles of society. They're the ones who never get their names in the papers because they're too influential with the editor. They presented a pathetic sight as they paid fines for "speeding," "disorderly conduct," or some other minor charge a friendly prosecutor would agree to put on the books.

"But the police officers and reporters present knew what really happened—the drunken brawl, the wild orgy that went on until police were finally called to break it up. Hollow laughs couldn't hide the sordid truth of what police had seen.

"**Worst were the accident cases.** They'd come in from the hospital in bandages and splints to be arraigned for drunken driving or manslaughter. You'd hear the widow of the man who'd been killed tell through puffed lips of that last terrible moment when the other car veered across center line.

"In the courtroom you'd see her young son and daughter, still mourning their father, straining forward to catch words of testimony. You'd try not to look at them, until suddenly there'd be a stir and the daughter would be carried out in a faint.

"**Not everyone gets** indoctrination into the costs of alcohol via the public court, though our courts are open any morning you care to go and see the sordid story. It's a good antidote to the 'men of distinction' ads.

"No, not everyone who drinks is going to end up in police court, but none of them who do ever thought they were going to.

"**The ironic fact** that really becomes apparent after you have learned to refuse liquor at any and all occasions, including White House dinners, is that you don't have to drink to be sociable after all. You can, if pressed, explain with just enough obvious irritation to cause the host to drop the subject, that you simply don't like to drink. Ask for ginger ale. They always have it—for chasers.

"Nobody shuns you. You don't lose friends—and you definitely gain influence. I don't care what the drinker says to cover up. He has an inner respect for the man who doesn't drink and won't compromise on the issue. The man who won't yield to pressure on that issue isn't likely to yield to temptation or mob pressure on others, and people know it.

"**The young professional** or businessman, no matter what field he's in, can build respect and prestige faster by refusing to drink than through all the sociable cocktails he can possibly imbibe. And young wives when entertaining need make no apology for refusing to serve alcohol. You make a fatal mistake the minute you apologize for taking the abstinence stand."

If you have any questions regarding alcoholism, visit Room 3818, pick up literature, or telephone (202) 632-1843 or (202) 632-8804. The alcohol program is staffed by recovered alcoholics. If you are overseas, contact the alcohol awareness coordinator at your post, or the health unit or the regional medical officer. Alcoholics Anonymous is known worldwide; check your telephone directory. Or, if you wish, write to the Alcohol Awareness Program at State for AA contacts in your country of assignment. ☐

"Thank goodness. I was beginning to think it was the ambassador who consumed that entire bottle of armagnac last night." ☐

OUR DOCTORS, NURSES TAKE ON POSTGRAD WORK

All members of the Foreign Service medical staff, worldwide, were certified recently in advanced cardiac life support training, at postgraduate continuing medical education seminars in Munich and Honolulu. The regional medical officers and Foreign Service nurses/nurse practitioners also took advanced training in pediatrics, mental health and tropical medicine. The seminars met the mandatory annual postgraduate education requirements that are imposed by state medical authorities in the United States for specialty board certification. □

Participating in seminar are these Department physicians, from left: *Arthur Rollins*, Lagos (back to camera); *William Watson*, Vienna; *Larry Jassie*, Tunis; *Emil Von Arx*, Abidjan; *Frank Hart*, Jidda; *Larry Willis*, Sana; *Floyd Rotz*, Bogota; *Eben Dustin*, medical director, Washington. □

Nurses at seminar included, from left: *Mary Four*, Tunis, *Dorothy Luketich*, Nairobi; *Donna Schloss;* Mogadishu; *Betty Peer*, Cairo; *Madeline Ferrari*, Rome; *Eugenia Wiley*, Niamey; *Etta Thurmond*, Bucharest; *Jean Charlton*, New Delhi; *Karen McGuire*, Ouagadougou. Dr. *Joseph Romeo* is in foreground and Dr. *Martin Wolfe* is in the background. ■

Dr. *Newton Jassie* practices emergency treatment techniques. Dr. *Paul Eggertson*, Vienna, is on left. *LaRae Washington*, Kinshasa, is watching. □

DIPLO-CROSTIC No. 5

By Carol Becker
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No.4" appeared in the May issue; the solution was in the June NEWSLETTER.)

1H	2M	3A	■	4J	5I	6V	7Q	8X	9F	10a	■	11E	12I	13K	14G	15X	16U	■	17V
18H	19X	20I	21C	22K	23T	■	24P	25b	■	26J	27C	28L	■	29T	30R	31K	32J	33Y	34b
35S	36M	37E	38X	■	39K	40V	■	41L	42H	43M	44A	45U	■	46E	47L	48H	49T	■	50F
■	51M	52K	53V	54S	55T	■	56J	57G	58P	59a	60Q	61C	■	62P	63B	■	64D	65B	66C
67Y	68M	69L	70R	71I	72N	73Q	■	74Q	75a	76W	■	77F	78b	79C	80U	81V	82H	83B	84R
■	85M	86G	■	87G	88C	■	89Z	90T	91M	92N	93a	94L	95Q	96S	97J	98K	99E	100X	■
101W	102H	103D	■	104W	105U	106b	107H	108N	109Q	■	110H	111X	■	112X	113L	114U	115H	116O	117F
118T	119Y	■	120C	121K	122X	123L	■	124K	125Y	126C	127M	■	128M	129Y	130a	■	131D	132O	133U
134I	135W	136F	■	137Z	138N	139T	140X	141L	■	142L	143M	144I	■	145J	146N	■	147I	148U	149a
■	150X	151K	152P	153Y	154W	155R	156Z	157G	158J	159B	■	160M	161S	162G	163Z	164A	165a	■	166A
167a	168S	169N	170G	171Y	■	172A	173V	■	174G	175I	176S	177P	178R	179B	180O	181L	182F	183T	184J
185Y	■	186R	187O	188a	189T	190H	191X	192S	193P	194A	■	195S	196F	197M	■	198O	199W	■	200L
201W	202U	203C	204O	205Q	206C	207Y	208K	■	209G	210J	■	211L	212E	213O	■	214P	215V	216b	217Z
218O	219H	220X	221T	■	222I	223J	224Q	225F	226B	227G	228b	229M	230P	231a	232D	■	233T	234P	235S
236Y	237W	■	238X	239K	240J	■	241O	242M	243K	244S	245D	246C	247J	■	248Z	249V	■	250H	251C
252B	253I	254A	255W	256R	257a	258M	259D	260X	■	261E	262Y	263S	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. Kiddie car	194 166 172 164 44 3 254
B. Fastened	226 63 252 179 65 83 159
C. A tool with a dial showing amount of rotation	206 246 21 79 203 88 120 61 126 251 66 27
D. Most unusual	259 245 103 64 232 131
E. See word F	46 99 261 11 212 37
F. With word E, a military device not covered by SALT or MBFR	9 77 50 136 182 117 225 196
G. How papal bulls are addressed	57 227 209 174 170 157 86 162 87 14
H. Periodic; disconnectedly	250 107 110 18 82 190 219 1 42 115 102 48
I. How a salesman proceeds	144 20 5 222 147 253 175 12 71 134
J. In a sissified manner	158 97 4 223 247 145 56 32 26 240 184 210
K. A technique used by futurists for forecasting	208 151 13 31 239 98 52 243 124 121 39 22
L. A between-semesters period	181 123 69 28 200 41 113 94 141 47 142 211
M. Treatment by massage	160 2 197 51 258 91 43 143 85 229 36 242 128 68 127
N. Steinbeck character	92 108 72 146 169 138
O. French composer, 1819-1890	187 241 180 204 213 198 116 218 132
P. Title of a 1868 mystery novel	58 62 214 177 152 193 24 234 230
Q. "the money for which each man is ______ (2 Kings 12:04)	74 95 224 60 73 205 7 109
R. Economic assistance with strings attached	178 70 30 84 256 155 186
S. Executed	96 195 168 54 176 35 244 192 263 161 235
T. An organization trying to help in the Sahara	118 55 233 183 29 189 23 139 49 90 221
U. Arnold Schwarzenegger's pride	105 148 16 114 133 202 80 45
V. Dregs; scum of the earth	6 81 40 249 17 53 215 173
W. It measures the density of gases	101 76 237 104 255 201 135 199 154
X. U.S. policy in the Persian Gulf	19 220 140 38 191 112 100 111 15 238 150 8 260 122
Y. Hip, hip, hurrah	153 125 129 185 67 262 119 207 236 33 171
Z. Imbecility	163 89 217 248 156 137
a. Also known as a "drop keel"	188 149 10 257 130 231 59 167 93 75 165
b. "And the ______ of righteousness will be peace" (Isaiah, 32:17)	106 216 25 78 228 34

TIME AROUND THE WORLD

Country	Capital[1]	Time
Afghanistan	Kabul	9:30 p.m.
Albania	Tiranë	6:00 p.m.
Algeria	Algiers	5:00 p.m.
Andorra	Andorra	6:00 p.m.
Angola	Luanda	6:00 p.m.
Argentina	Buenos Aires	1:00 p.m.
Australia	Canberra	3:00 a.m. next day
Austria	Vienna	6:00 p.m.
The Bahamas	Nassau	Noon
Bahrain	Manama	8:00 p.m.
Bangladesh	Dacca	10:30 p.m.
Barbados	Bridgetown	1:00 p.m.
Belgium	Brussels	6:00 p.m.
Belize	Belmopan[2]	11:00 a.m.
Benin	Porto-Novo[3]	6:00 p.m.
Bermuda	Hamilton	1:00 p.m.
Bhutan	Thimphu	10:30 p.m.
Bolivia	La Paz	1:00 p.m.
Botswana	Gaborone	7;00 p.m.
Brazil	Brasilia	2:00 p.m.
Bulgaria	Sofia	7:00 p.m.
Burma	Rangoon	11:30 p.m.
Burundi	Bujumbura	7:00 p.m.
Cameroon	Yaounde	6:00 p.m.
Canada	Ottawa	Noon
Cape Verde	Praia	4:00 p.m.
Central African Republic	Bangui	6:00 p.m.
Chad	N'Djamena	6:00 p.m.
Chile	Santiago	1:00 p.m.
China	Beijing	1:00 a.m. next day
Colombia	Bogota	Noon
Congo	Brazzaville	6:00 p.m.
Costa Rica	San Jose	11:00 a.m.
Cuba	Havana	Noon
Cyprus	Nicosia	7:00 p.m.
Czechoslovakia	Prague	6:00 p.m.
Denmark	Copenhagen	6:00 p.m.
Djbouti	Djbouti	8:00 p.m.
Dominican Republic	Santo Domingo	1:00 p.m.
East Germany	East Berlin	6:00 p.m.
Ecuador	Quito	Noon
Egypt	Cairo	7:00 p.m.
El Salvador	San Salvador	11:00 a.m.
Equatorial Guinea	Malabo	6:00 p.m.
Ethiopia	Addis Ababa	8:00 p.m.
Fiji	Suva	5:00 a.m. next day
Finland	Helsinki	7:00 p.m.
France	Paris	6:00 p.m.
Gabon	Libreville	6:00 p.m.
The Gambia	Banjul	5:00 p.m.
Ghana	Accra	5:00 p.m.
Greece	Athens	7:00 p.m.
Grenada	Saint Georges	1:00 p.m.
Guatemala	Guatemala	11:00 a.m.
Guinea	Conakry	5:00 p.m.
Guinea-Bissau	Bissau	5:00 p.m.
Guyana	Georgetown	2:00 p.m.
Haiti	Port-au-Prince	Noon
Honduras	Tegucigalpa	11:00 a.m.
Hong Kong	Victoria	1:00 a.m. next day
Hungary	Budapest	6:00 p.m.
Iceland	Reykjavik	5:00 p.m.
India	New Delhi	10:30 p.m.
Indonesia	Jakarta	Midnight
Iran	Tehran	9:00 p.m.
Iraq	Baghdad	8:00 p.m.
Ireland	Dublin	5:00 p.m.
Israel	Tel Aviv-Yafo[4]	7:00 p.m.
Italy	Rome	6:00 p.m.
Ivory Coast	Abidjan	5:00 p.m.
Jamaica	Kingston	Noon
Japan	Tokyo	2:00 a.m. next day
Jordan	Amman	7:00 p.m.
Kampuchea	Phnom Penh	Midnight
Kenya	Nairobi	8:00 p.m.
Kuwait	Kuwait	8:00 p.m.
Laos	Vientiane	Midnight
Lebanon	Beirut	7:00 p.m.
Lesotho	Maseru	7:00 p.m.
Liberia	Monrovia	5:00 p.m.
Libya	Tripoli	7:00 p.m.
Liechtenstein	Vaduz	6:00 p.m.

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[1] The U.S. embassy is not always located in the capital.

[2] The U.S. consulate general is in Belize City.

[3] Government offices are also located at Cotonou. The U.S. embassy is at Cotonou.

[4] U.S. recognizes Tel Aviv-Yafo as capital of Israel.

AT 12:00 NOON IN WASHINGTON, D.C. *EASTERN STANDARD TIME*

Luxembourg	Luxembourg	6:00 p.m.
Madagascar	Antananarivo	8:00 p.m.
Malawi	Lilongwe	7:00 p.m.
Malaysia	Kuala Lumpur	12:30 p.m. next day
Maldives	Male	10:00 p.m.
Mali	Bamako	5:00 p.m.
Malta	Valletta	6:00 p.m.
Mauritania	Nouakchott	5:00 p.m.
Mauritius	Port Louis	9:00 p.m.
Mexico	Mexico	11:00 a.m.
Monaco	Monaco	5:00 p.m.
Mongolia	Ulaanbaatar	1:00 a.m. next day
Morocco	Rabat	5:00 p.m.
Mozambique	Maputo	7:00 p.m.
Nauru	Yaren	4:30 a.m. next day
Nepal	Kathmandu	10:40 p.m.
Netherlands	Amsterdam[5]	6:00 p.m.
Netherlands Antilles	Willemstad[6]	1:00 p.m.
New Zealand	Wellington	5:00 a.m. next day
Nicaragua	Managua	11:00 a.m.
Niger	Niamey	6:00 p.m.
Nigeria	Lagos	6:00 p.m.
North Korea	P'yongyang	2:00 a.m. next day
Norway	Oslo	6:00 p.m.
Oman	Muscat	9:00 p.m.
Pakistan	Islamabad	10:00 p.m.
Panama	Panama	Noon
Papua New Guinea	Port Moresby	3:00 a.m. next day

[5] The capital is Amsterdam. The Hague is the seat of government. The U.S. embassy is at The Hague.

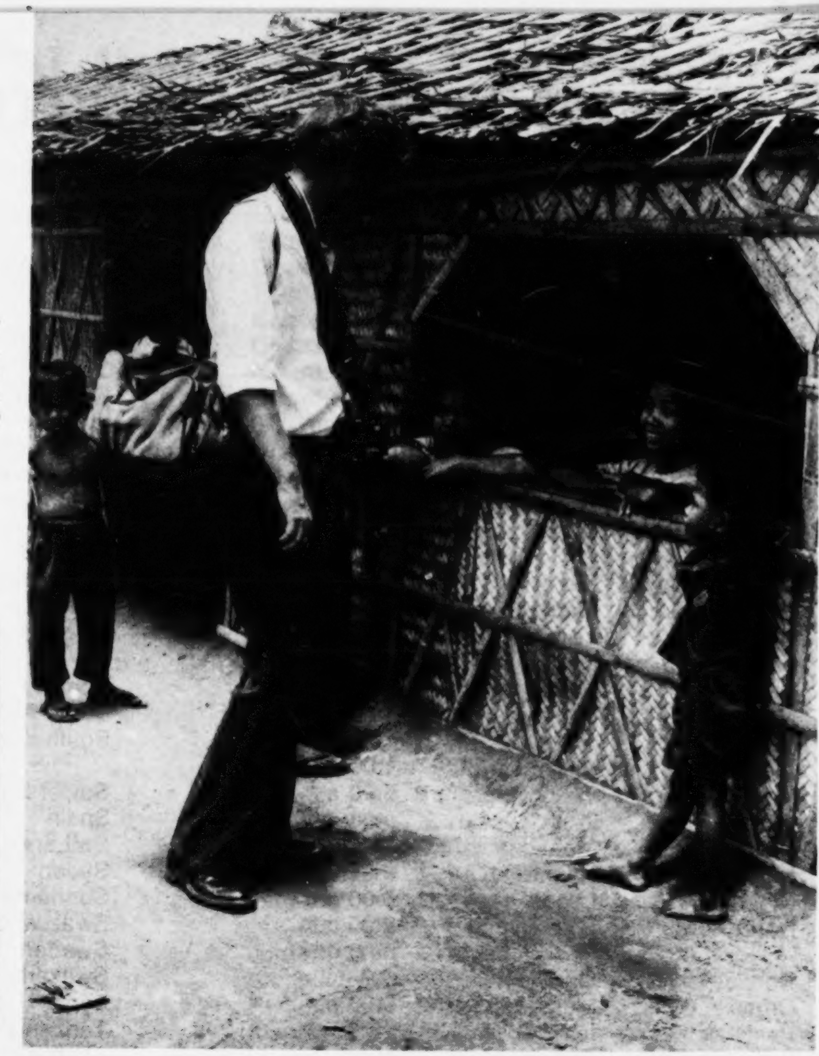
[6] The U.S. consulate general is on the island of Curacao, on which Willemstad is located.

Paraguay	Asuncion	1:00 p.m.
Peru	Lima	Noon
Philippines	Manila	1:00 a.m. next day
Poland	Warsaw	6:00 p.m.
Portugal	Lisbon	5:00 p.m.
Qatar	Doha	8:00 p.m.
Romania	Bucharest	7:00 p.m.
Rwanda	Kigali	7:00 p.m.
San Marino	San Marino	6:00 p.m.
Sao Tome and Principe	Sao Tome	5:00 p.m.
Saudi Arabia	Riyadh[7]	8:00 p.m.
Senegal	Dakar	5:00 p.m.
Seychelles	Victoria	9:00 p.m.
Sierra Leone	Freetown	5:00 p.m.
Singapore	Singapore	12:30 a.m. next day
Somalia	Mogadishu	8:00 p.m.
South Africa	Pretoria	7:00 p.m.
South Korea	Seoul	2:00 a.m. next day
Soviet Union	Moscow	8:00 p.m.
Spain	Madrid	6:00 p.m.
Sri Lanka	Colombo	10:30 p.m.
Sudan	Khartoum	7:00 p.m.
Suriname	Paramaribo	1:30 p.m.
Swaziland	Mbabane	7:00 p.m.
Sweden	Stockholm	6:00 p.m.
Switzerland	Bern	6:00 p.m.
Syria	Damascus	7:00 p.m.
Tanzania	Dar es Salaam	8:00 p.m.
Thailand	Bangkok	Midnight
Togo	Lome	5:00 p.m.
Tonga	Nuku'Alofa	6:00 a.m. next day
Trinidad and Tobago	Port-of-Spain	1:00 p.m.
Tunisia	Tunis	6:00 p.m.
Turkey	Ankara	8:00 p.m.
Uganda	Kampala	8:00 p.m.
United Arab Emirates	Abu Dhabi	9:00 p.m.
United Kingdom	London	5:00 p.m.
Upper Volta	Ouagadougou	5:00 p.m.
Uruguay	Montevideo	2:00 p.m.
Vatican City	Vatican City	6:00 p.m.
Venezuela	Caracas	1:00 p.m.
Vietnam	Hanoi	Midnight
Yemen (Aden)	Aden	8:00 p.m.
Yemen (Sana)	Sana	8:00 p.m.
West Germany	Bonn	6:00 p.m.
Western Samoa	Kinshasha	6:00 p.m.
Zaire	Lusaka	7:00 p.m.
Zimbabwe	Salisbury	7:00 p.m.

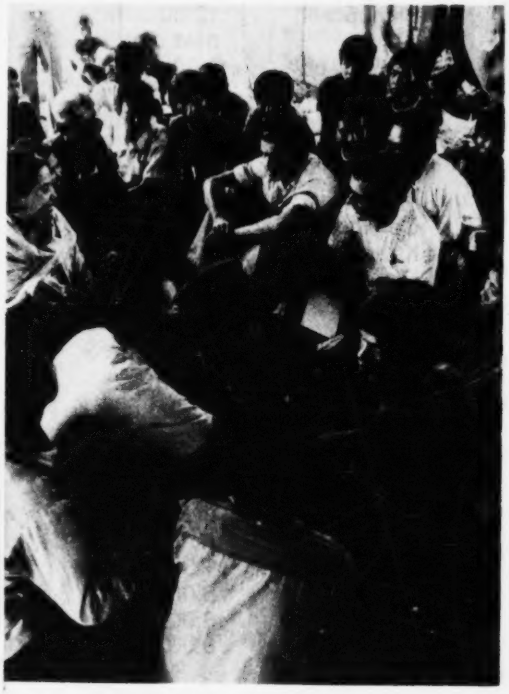
[7] The capital is Riyadh. The U.S. embassy is at Jidda. ■

OUR 'BIG-TIME OPERATORS' IN BANGKOK

Bangkok, the capital of Thailand, is the home of over 300 U.S. embassy employees, some of whom are featured here as part of the NEWSLETTER's continuing "post of the month" series. ☐



Political officer *Tim Carney* talks with refugees at a camp near the Thai/Khmer border. *(Photo by Donna Gigliotti)* ☐



Political officer *L. Desaix Anderson*, right, wearing glasses and holding notebook, interviews Khmer refugees at a camp near the Thai/Khmer border. ☐

The embassy building. *(Photo by Charn Chooprayoon)* ☐

At the Surin elephant round-up are commercial officer *Matthew Ward*, left, political officer *Barry Broman* and *Mrs. Broman*. □

Catholic church sports Thai architectural design. *(Photo by Charn Chooprayoon)* □ →

Margo Morris, secretary to political counselor, takes a ride in samlor taxi with daughters *Kristy* and *Amanda*. *(Photo by Charn Chooprayoon)* □

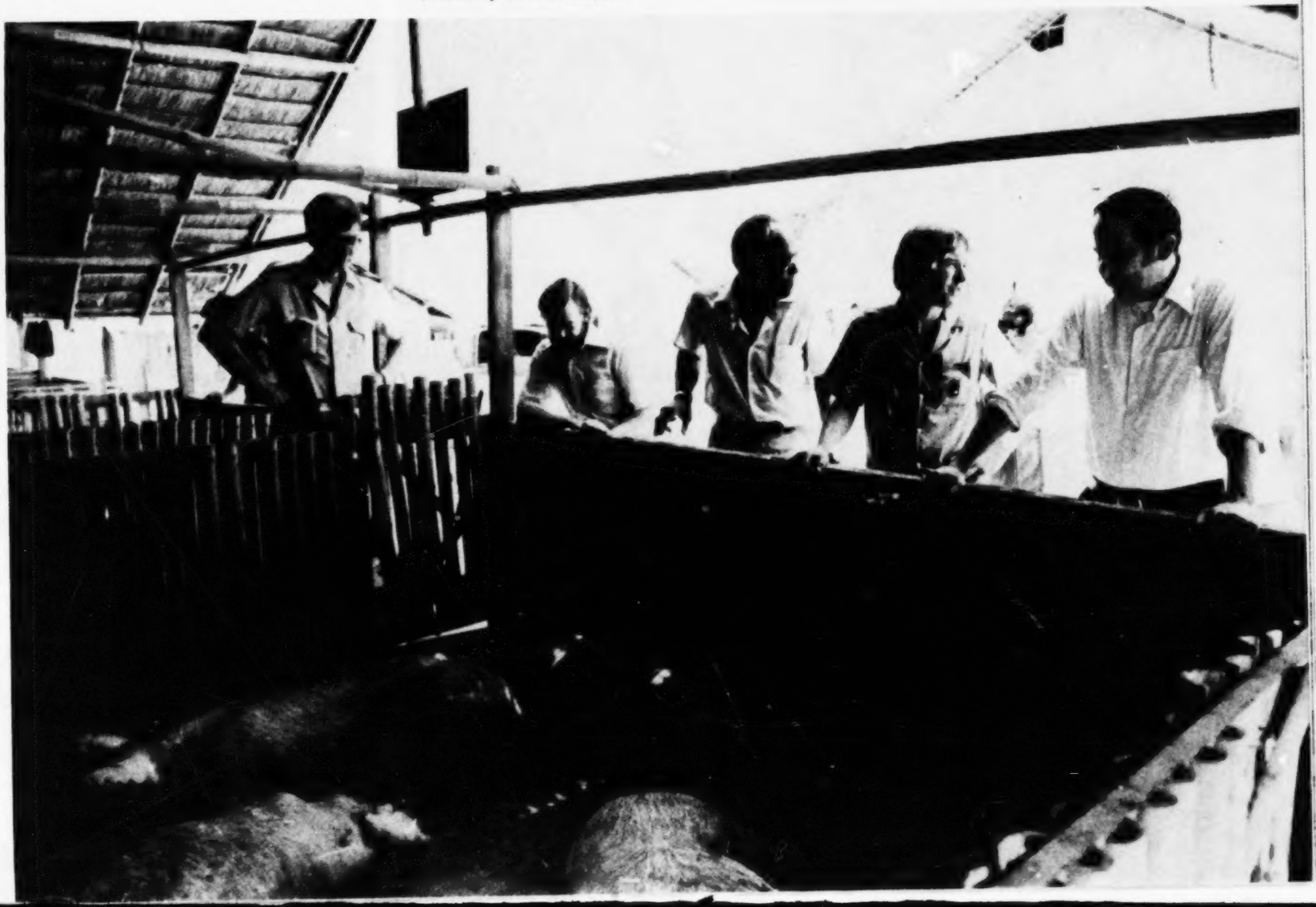
Jean Soso, political officer, on the Thai-Cambodian border. *(Photo by Charn Chooprayoon)* □

Secretary *Sasithon Kow* □

Diane Rogers, political secretary, starts home after shopping trip. *(Photo by Charn Chooprayoon)* □

A quiet klong (canal) by the Sunday market place in Bangkok. *(Photo by Charn Chooprayoon)* □ →

Ambassador *Morton Abramowitz*, right, inspects pigs raised by Khmer refugees. *(Photo by Tim Carney)*□



Sunday market scene. *(Photo by Charn Chooprayoon)* ☐

Deputy chief of mission *Burton C. Levin*, left, and personnel officer *William Marcellus Butler*. ☐

Marine guard *C.M. Stafford*. ☐

Secretaries *Paula Salvucci* and *Shir* *Hampton*. ☐

Amanda Morris and *Alexandria Trivisani* at nearby Peurifoy Compound, for embassy employees. ■

Secretary *Rachani Jittjaeng.* □

Embassy chauffeur *Laong Chimmanee* relaxes while waiting for his passengers, at a border refugee camp. *(Photo by Donna Gigliotti)* □

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
Administrative training				
Administrative Operations	—	29	—	3 weeks
General Services Operation	18	—	27	4 weeks
Personnel Laboratory	25	—	—	3 weeks
Budget and Financial Management	4,25	15	6,27	6 weeks
Seminar on Terrorism	4,11, 18,25	3,15 29	6,20	1 day*
				*Subject to change
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Special Consular Services	Correspondence course			9 months
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Advanced Consular Course	—	—	20	3 weeks
Political training				
Foreign Affairs Interdepartmental Seminar	—	22	—	2 weeks
International Conference Preparation Seminar	—	11	—	2 days
Managing Stress and Conflict	—	15	—	1 week
Science & Foreign Affairs	—	8	—	1 week
Executive development				
Supervisory Studies Seminar	—	—	19	5 days
Program Directors' Management Seminar	—	10	8	3 days
Inspectors' Training Seminar	4,6	—	—	2 days
Listening/Interviewing Techniques Workshop	—	—	6,16*	2 days
Executive Performance Seminar	—	14	—	5 days
				*Tentative
Foreign Service Officer Orientation	13	29	—	7 weeks
Orientation				
Foreign Service Secretarial Orientation	—	22	—	5 days
Departmental Clerical Orientation	—	8	13	5 days
Departmental Officer Orientation	—	2	28	2 days
Foreign Service Orientation	—	2	27	1 week
Economic and commercial training				
Senior Trade Expansion Seminar	6	—	—	3 days
Political Economy Training Program	—	2	—	16 weeks
Equal employment opportunity				
Executive EEO Seminar	—	16	—	1 day
Clerical training				
Foreign Service Secretarial Training	—	22	—	5 days
The Art of Machine Transcription	As applicants warrant			3 hours
Beginning Stenography	—	9	—	10 weeks
Intermediate Stenography	—	9	—	10 weeks
Advanced Stenography	—	16	—	10 weeks
Beginning Typewriting and Keyboarding	—	16	—	10 weeks
Communication skills				
How to Communicate by Letter and Memo	—	16	—	8 days
Elementary English Skills	—	13	—	10 weeks
Basic Writing Skills	—	8	—	4 weeks
Reading Development, I and II	—	—	13	4 weeks

—*(Continued on next page)*

Why I went to the Industrial College, and what I learned

By Ed DeJarnette

The author is going to Dakar as deputy chief of mission after completing a tour in the Department's Office of Performance Evaluation.

Mr. DeJarnette

WHEN Bob Brand asked me recently to write an article on ICAF (the Industrial College of the Armed Forces) for the NEWSLETTER, my nine-year-old son put the question: "Daddy, what's an eye-calf?" We had a good laugh together at his innocent bewilderment over the college's acronym, but the truth is that my son has a lot of company in the Department. Too few of us really understand ICAF or recognize its benefits.

Bob, who is the Department's adviser to ICAF, underlined his concern over this relative ignorance when we discussed the purpose of this article. "Practically everyone has heard about the National War College," he said, "but almost no one knows much about ICAF except that it sits out here at Fort McNair in the shadow of its better known sister school. In spite of the fact that the Department has been sending people there for almost 30 years, most FSOs don't realize that ICAF's program for developing senior military and civilian managers makes eminent good sense for someone pointing towards the Senior Foreign Service."

Bob didn't have to work very hard to convince me of the need for making ICAF better known in the Department. In retrospect, my own decision in going there in 1977 was made with less than a complete analysis of its pros and cons. I had been overseas for seven years and had been working hard. I wanted a year off the firing line to recharge my physical, mental and spiritual batteries and to get back in touch with my country and myself. Any of the senior training options that the Department offers Class 3 officers would have been beneficial to me, but ICAF and the National War College were in Washington and offered the highly-structured approach that I need to stay productive, so my preference was for one of these schools.

As I was making up my mind which of the two would be best, I admit to having had some mixed feelings. I had heard the "corridor wisdom" that long-term training was a sure way to miss a promotion and get left out in the assignment competition, and more particulary that ICAF was for those who could not get selected for "National."

But I am a people manager at heart, and I knew I needed all the training I could get to master this elusive art. Moreover, I had a strong suspicion that, whereas FSOs have a lot of experience in the subjects studied at the National War College, we have a lot more to learn in management techniques from our military colleagues at ICAF.

The educational objectives of ICAF give a good idea of this management focus. A graduate is expected to have a realistic perception of the domestic and world environmental factors affecting national security, and an appreciation of the resource constraints on security and the trade-offs between it and other goals of American society. This broad view should be balanced by an understanding of the political processes involved in national security decisionmaking. The ICAF graduate should also have a grasp of the qualitative and quantitative tools used to analyze problems in resource allocation, and have developed effective skills for personnel management. ICAF concentrates on developing an understanding of key defense issues, but the information and skills acquired by its graduates are equally applicable to resource management throughout the public sector.

The distinguishing feature of the

—(Continued from preceding page)

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
Courses for professional managers				
The Art of Dictation Workshop	As applicants warrant			3 hours
Effective Writing In International Affairs	14	—	13	6 days
Effective Oral Communication for Managers	12	—	—	4 days
Effective Writing for Managers	—	8	—	4 weeks
Workshop for Foreign Service families				
Workshop for Foreign Service Families	—	15	20	2 weeks
Re-entry	—	27	18	1 day
Career Counseling	—	—	14	4 days
English Teaching Seminar	—	—	6	1 week
Area studies				
Africa, Sub Sahara	11	8	6	2 weeks
Western Europe	11	8	6	2 weeks
East Asia	11	—	6	2 weeks
Eastern Europe and USSR	11	—	6	2 weeks
Latin America	11	8	6	2 weeks
Near East and North Africa	11	8	6	2 weeks
South Asia	11	—	6	2 weeks
Southeast Asia	11	8	6	2 weeks
Western European languages				
Danish	25	—	—	24 weeks
Dutch	25	—	—	24 weeks
French	25	22	20	20 weeks
German	—	22	—	20 weeks
Italian	—	22	—	20 weeks
Norwegian	25	—	—	24 weeks
Portuguese	—	22	—	20 weeks
Spanish	25	22	20	20 weeks
Swedish	25	—	—	24 weeks
Other languages				
Afrikaans	25	—	—	24 weeks
Amharic	25	—	—	24/44 weeks
Arabic (Modern Standard)	25	—	—	44 weeks
Arabic (Modern Standard) (Advanced, in Tunis)	11	—	—	12/15 months
Arabic (Eastern)	25	—	—	24 weeks
Arabic (Western)	25	—	—	24/44 weeks
Bengali	25	—	—	24/44 weeks
Bulgarian	25	—	—	24/44 weeks
Burmese	25	—	—	24/44 weeks
Chinese (Standard)	25	—	—	24/44 weeks
Czech	25	—	—	24/44 weeks
Dari (Afghan Persian)	25	—	—	24/44 weeks
Farsi (Iranian Persian)	25	—	—	24/44 weeks
Finnish	25	—	—	24/44 weeks
Greek	25	—	—	24/44 weeks
Hebrew	25	—	—	24/44 weeks
Hindi	25	—	—	24/44 weeks
Hungarian	25	—	—	24/44 weeks
Indonesian	25	—	—	32 weeks
Japanese	25	—	—	24/44 weeks
Japanese (Advanced in Yokohama)	11	—	—	12/15 months
Korean	25	—	—	24/44 weeks
Lao	25	—	—	24/44 weeks
Pilipino	25	—	—	24/44 weeks
Polish	25	—	—	24/44 weeks
Romanian	25	—	—	24 weeks
Russian	25	—	—	24/47 weeks
Serbo-Croatian	25	—	—	24/44 weeks
Swahili	25	—	—	24 weeks
Tagalog (See Pilipino)				
Thai	25	—	—	24/44 weeks
Turkish	25	—	—	24/44 weeks
Urdu	25	—	—	24/44 weeks □

ICAF program is that it directs the student towards higher-order applications of skills previously attained from professional experience; it adds to and improves those skills to provide a higher degree of capability for effective performance at the executive level. The approach is multidisciplinary. The instructional methodology balances individual involvement in case studies and in small group activities with the more formal academic process. Communication skills are emphasized, as are skills in managing people, procurement and budgets. Bureaucratic dynamics, organizational development and behavior, quantitive analytical techniques and ethics are other themes of the curriculum which are introduced and repeated throughout the 10-month academic year.

Prior to and right after arriving, ICAF students participate in a program for thorough self-assessment. Its purpose is to provide the individual with information to help plan the most effective use of the next 10 months. This exercise gives the students an evaluation of their academic skills, interpersonal skills, orientation towards others and physical condition. It raises awareness of areas of highest need and highest potential gain from the school year ahead. The academic program itself is divided about equally between the core courses followed by all students, and the elective courses that each individual chooses according to self-evaluated need.

There are four phases of the core program: Phase I is designed to familiarize students with the environmental structure in which national security policy is developed; Phase II provides perspectives on the defense systems acquisition process; Phase III is a study of defense manpower management; and Phase IV focuses on the major problems in defense resource mobilization.

The electives program directly supports and extends the core curriculum. Courses are offered in economics, public administration, quantitative methods, personnel management, industrial mobilization and defense systems. Students also have full access to the electives offered by the National War College, and vice versa. In 1980 this added up to a list of 119 elective courses from which students are expected to earn six elective credits. The variety of the list is reflected not only in subject matter, but in the level of academic rigor as well. In every major discipline there are courses designed for newcomers to the field, as well as courses for those who wish to probe more deeply into an area of expertise.

In addition to their core and elective studies, all students participate in a series of exercises and activities. There are computer simulations, group problem-solving, student debates, field studies, defense management issue analyses that are climaxed by team briefings of the faculty and student body, distinguished lecturers on civilian and military decision making . . . an overwhelming intellectual smorgasbord for even the most agile minds.

To keep all this study from ruining eyes and backs, physical exercise and competitive sports are all but required of the students. There is an active intramural league within ICAF, and a strong rivalry with the National War College. The class schedules are arranged to facilitate regular participation in athletics, and the faculty leads the student body in pursuit of the classic ideal of *mens sana in copore sano*.

It has been nearly two years now since I graduated from ICAF, time enough to take stock of what the experience and new skills I learned have meant. My tennis game improved, and I hadn't counted on that. More importantly, my health is better too; I look forward to the annual physicals now, and the Department's doctors place me high on their "least likely to have heart trouble" list. My briefings are better. There was ample opportunity to practice at ICAF, and the military know techniques that FSOs can use to advantage. My studies of public personnel management and quantitative analysis have been directly applicable to my job in the Bureau of Personnel, which I held until recently. I worked hard on refining my management philosophy and principles at ICAF, and they come more into focus and use each year. I led a student team to France to study national service as an alternative to the all-volunteer army, and that turned out to be as enjoyable a trip as I have recently had. Finally, I developed a genuine admiration for the dedication and the character of our professional military.

In retrospect, ICAF was both more relaxing and more beneficial than I had expected . . . a fast, encapsulated year with clear goals and clear achievements and, in a self-indulgent way, clearer gratifications. Just a few weeks ago I was discussing senior training with Geoff Ogden, the Department's expert on this subject, and we both agreed that ICAF is the most nearly-perfect training available to help our strong substantive experts become competent people and program managers. Agreement wasn't difficult in this case; he is already signed up for the ICAF class of 1981. □

Answers to quiz

(See Page 17)

1. John Tyler succeeded William H. Harrison. Millard Fillmore succeeded Zachary Taylor. Andrew Johnson succeded Abraham Lincoln. Chester A. Arthur succeeded James A. Garfield. Theodore Roosevelt succeeded William McKinley. Calvin Coolidge succeeded Warren G. Harding. Harry S. Truman succeeded Franklin D. Roosevelt. Lyndon B. Johnson succeeded John F. Kennedy.
2. Thomas R. Marshall, vice president under Woodrow Wilson.
3. Gerald R. Ford was chosen vice president under procedures prescribed in the twenty fifth Amendment.
4. Alben Barkley.
5. John Adams, the first person to hold the job.
6. Benjamin Franklin.
7. Aaron Burr killed Alexander Hamilton.
8. John Nance Garner, vice president during the first two terms of FDR.
9. Edmund S. Muskie.
10. Earl Warren. □

Secretaries' seminar seen as worthwhile

BY LACEY KING

The author is an FSS-6 secretary in the Bureau for International Narcotics Matters.

Attending the secretaries' seminar were, from left, row 1: ***Dolores Fitch, Lacey King, Angelia McCall, Jacqueline Clark, Mary Stratos.*** **Row 2:** ***Joyce Brennan, Ardella Reece, Shirley Briscoe, Rachel Ashley, Chris Hanson, Carol Brown, Gertrude McCutcheon.*** **Row 3:** ***Tootsie Sterenberg, Miriam Hardman, JoAnn New, Martha Spice*** **(instructor),** ***Lanah Berryhill, Hortense Dicker*** **(instructor),** ***Marjorie Soltis, Suzanne Conway, Joyce Wentz, Janet Hanifin. (Photo by Lois Valk)*** □

I returned recently from the two-day Management Skills Seminar for Secretaries, and I believe I will be a better secretary for having had the experience. Sponsored by the Foreign Service Institute's Clerical Skills Division, under Jessie Colson, the seminar took place at the Coolfront Recreation Center, nestled on the ridges of the Cacapon Mountains near Berkeley Springs, W. Va., a two-hour drive from the Department.

We secretaries freely admitted our own shortcomings, but we didn't overlook those of our supervisors, either! The course responded to the desire of the Department to broaden our perspectives about our role and the "management" of our jobs. "Management" was defined as using available resources and creating new ones in a coordinated fashion to achieve a goal.

After enumerating our complaints and airing our "confessions," we were led through various proposed solutions for our problems. The instructors emphasized the importance of communication, stressing that supervisors should be approached with a direct request to improve efficiency in the office, and with a reasonable suggested solution to problems.

A film that we saw revealed some very positive steps toward making the best use of our time. We were told, as a practical guideline, to set goals and priorities. Once established, the highest priorities should be accomplished first, even if they have to be done piecemeal.

A popular item was the career development session. Encouragement was given to those who felt professionally unfulfilled to seek career advice. I believe that a need for career planning is frequently ignored by State Department secretaries during their initial career years because their work at the time generally appears important and interesting. It is not until later, when frustrations and job dissatisfactions have reached a high level, that we seek career counseling. Available resources for this purpose inside and outside of Government, were identified.

Several secretaries expressed a desire to be their own managers. I think that an atmosphere of team spirit can be achieved where all employees are considerate, cooperative, and respectful of their fellow workers.

An important element of the seminar was the opportunity it gave us to meet each other, and to share experiences and goals. Most of us left the seminar with a resolve to apply our new knowledge toward making our offices more efficient, establishing better working relationships with our supervisors and co-workers, and creating in general a more pleasant working atmosphere.

This off-site course is open for enrollment to Department Civil Service secretaries, GS-7 and above, and to all Foreign Service secretaries. Seventy-six secretaries have enrolled for the three seminars held so far, with more than 40 applications on file for the September session. Acceptance for participation is based on position responsibilities and performance, documented by endorsement and recommendation of the supervisor. □

Seminar for supervisors

The Foreign Service Institute has scheduled a one-week seminar, August 3-8, at Harpers Ferry, W. Va., for new supervisors. All employees at GS 7-11, FSS 7-4 and FSO/R 8-6, who are in positions requiring supervisory knowledge and skills, are eligible to apply. Information may be obtained from Mrs. Crawford, School of Professional Studies, 235-8781. Deadline for applications is July 18. □

"The Easy Way to Finnish"
or
"Finnish in 90 Years Without a Teacher"

NUMBERS
YKSI – One
Kaksi – Two
Kolme – Three
ALPHABET CEREAL
FINNISH
MADE EASY
help

DURING this week, as the spring term courses in Finnish for Foreigners begin (information in last week's Icebreaker), it seems a suitable time to examine the pros and cons regarding the study of such a language as Finnish. Many of you may ask—"Why study Finnish? I'll only be here for a couple of years, and I certainly won't be able to use it outside Finland." Though it seems an understandable attitude, it may at this very moment be in the process of becoming antiquated, as the debate hotly rages concerning the suitability of Finnish as a world language. Here follows the arguments presented by Richard Lewis (Finlandia Pictorial No. 11, Vol. VIII) on the subject.

Reprinted from the Icebreaker, the newsletter of Embassy Helsinki. Published originally by Hytyneet Kuvalehdt Oy.☐

Finnish—A world language?

"Has the time arrived for Finnish to take its place as a world language? It is quite obvious that it is difficult to answer such a question with any degree of certainty. At the moment there seem to be several factors hindering such a development. Firstly, it is spoken by only 0.06 percent of the world population; secondly, it cannot be learned in ten easy lessons; thirdly, there are still some Finns who can't understand it. If its progress has been a little slow, however, Finns point out quite rightly that as a world language Finnish has the following advantages:

1. It is essentially a logical language. The rules are absolutely rigid and apart from exception, hold fast on all occasions.

2. It is an euphonious language. In other words, it pleases the ear. This is by virtue of its abundance of

vowels, which eliminates ugly, consonantal conglomerations. It was recently proposed to export a few vowels to Czechoslovakia, where they are getting rather short of them, and import a few Czech consonants in their place, but negotiations broke down at an early stage. The Finns decided they wanted nothing to do with a language which called ice-cream "zmrzlina," while the Czechs were equally distrustful of a language which called it "jäätelöä."

3. It is a concise language. One Finnish word may express several words in English. Why waste time & energy saying "the committee dealing with the negotiations for the cessation of hostilities" when you can use a simple little word like "aselepoeuvottelutoimikunta?"

4. Learning Finnish inspires confidence in your own abilities. If you can learn Finnish, you can learn anything.

5. It has bigger and better swear-words than any other language.

In the light of these facts, it will be readily agreed that the establishment of Finnish as a universal tongue would be nothing short of a blessing for humanity in general. The problem with which we are confronted, then, is that of inducing the remaining 99.94% of the world's population to learn Finnish. In this respect we have resolved to give the world the benefits of our own experiences with the language, and after months of intensive (at times even desperate) research have evolved the following method of attack upon what has hitherto proved to be one of the world's most formidable linguistic hurdles:

Nouns and their cases

Remember—Confidence is the key to success. Never hesitate. When about to use a noun, you should reflect rapidly along the following lines:

—What is the noun in Finnish?

—Singular or plural?

—Which case?—nominative, accusative, genitive, essive, partitive, translative, inessive, elative, illative, adessive, ablative, allative, abessive, comitative, or instructive?

—Is it possible to avoid using it?

Having dealt with these considerations in the proverbial fraction of a second, you then inhale deeply and articulate the first half of the noun in stentorian tones which gradually diminish to a hoarse whisper as the case ending is pronounced. This method of demonstrating your capabilities in case-usage can be recommended as quite safe, since, although you cannot prove that you were right, no Finn or anybody else can prove that you were wrong. Above all, look confident.

Numbers

Basically, the Finnish and English systems offer few indications of similarity at first. For example:

yksi—one
kaksi—two
kolme—three
neljä—four
viisi—five
kuusi—six
seitsemän—seven
kahdeksan—eight
yhdeksän—nine
kymmenen—ten

Closer examination, however, reveals the following facts which might be of considerable help to the learner:

a. "kolme" and "three" each have five letters.

b. "viisi" and "five" are both constructed around the letter "v."

c. "seitsemän" and "seven" obviously are derived from a common origin (apparently a word beginning with "s").

Further hints on learning numbers

(1) Forget the English numbers entirely. Then you will have to learn the Finnish ones in order to tell the time. If such a step causes difficulties when you later try to speak English, you can easily employ a Finnish-English dictionary, or in case of numbers up to twenty, your fingers and toes.

(2) Do not waste your time learning numbers over twenty million. You are not likely to have that much money, even in Finnmarks.

Months and days

Say "first day," "third day," "second day," "second month," "next to last month," etc. This saves you two years learning the names and makes the person you are talking to do all the work.

The direct object

Most Finnish grammars are particularly lucid about this. They read something like this: In Finnish the direct object (universally known as the accusative) may be in the nominative, genitive or partitive. For purposes of clarity the nominative and genitive will be called the accusative. There also exists a genuine accusative which is not called anything at all. Considerable care is thus required when interpreting grammatical terms. If you see the word "accusative" it may mean nominative or genitive but never accusative; the term "nominative" might mean accusative or possibly the nominative; "genitive" might mean accusative or just plain genitive while the partitive is always called the partitive although it may really be the accusative.

Verbs

The best advice is: Don't use verbs at all. Occasionally you may find it rather difficult to converse at any length without using verbs, but assiduous practice in this art will make you adept. (We reduced our errors by 20% when we hit upon the notion of leaving out verbs. You may cut down another 15% by omitting all adjectives, adverbs and pronouns, although conversation tends to fall rather flat unless you are clever with your hands.)

Pronunciation

A few difficult sounds:

—ää—as "e" in "expatiatory" but longer and more vehement. Mouth open as much as possible. Ears well back.

—äy—half palatal, half alveolar, half dental. Scornful expression.

—yö—be very careful with this.

—uu—as in the Arabic.

—r—rolled strongly. False teeth an advantage here."

We hope that this treatise will be of help to all of those currently struggling with the decision to study Finnish or not. ■

American diplomacy 1780

By Jan K. Herman

July 1780

Tarleton's Quarter

The seat of war is now firmly in the South, where General Clinton's strategy for quickly subduing the Carolinas has run into stiff opposition. A 26-year-old British lawyer who has become a cavalry colonel, Banastre Tarleton, has been turned loose on the countryside. In one raid after another, his dragoons perpetrate acts of savagery not unlike what the Iroquois have inflicted upon the settlements of the Mohawk Valley. Fellow British officers, shocked by his excesses, call for Tarleton's arrest and prosecution.

What transpires at the Waxhaws settlement in western South Carolina gives rise to the expression "Tarleton's Quarter." His men violate a flag of truce, surround a detachment of startled Americans, and hack them to pieces with sabers. Over 113 patriots die on the spot, 53 are taken prisoner, and another 150 are left to die of their wounds. Waxhaws only succeeds in fueling a savage civil war in the Carolinas between Tories and patriots, and all but eliminates British hopes of pacifying the countryside.

"Swamp Fox" Francis Marion, a wiry, introverted, moody man of few words and fewer scruples, brings guerrilla war to the region, with a vengeance. His roving bands of unpaid irregulars hide in the Spanish moss-canopied swamps by day and strike by night from ambush. They live off the land and take few prisoners.

In the north, Washington's inactive army impatiently awaits French reinforcements that will herald the opening of a new offensive. On the 11th, the flagship of Rochambeau's French squadron drops anchor off Newport after 70 days at sea. There are eight ships-of-the-line, five frigates, several transports, and 6,000 men, 1,300 of whom are ill. Instead of a red carpet, Newport rolls out one of its infamous fogs. "There was no one in the streets," writes a very disappointed Rochambeau, "only a few sad and frightened faces in the windows . . ." Newport's citizens seem unimpressed by the diminutive size of the French commitment. A squadron of warships and 6,000 troops are hardly a match for what the British have cruising the area. In fact, Admiral Graves' fleet is poised to bottle up the French at the first opportunity.

In France, the Landais affair is about to play itself out. John Paul Jones is so embittered by the theft of his vessel that he has been freely assigning blame at every opportunity. On the 5th, Franklin berates him for his chronic complaining. ". . . hereafter, if you should observe, on occasion, to give your officers and friends a little more praise than is their due, and confess more fault than you can justly be charged with, you will only become the sooner for it, a great captain." Jones leaves for American aboard the frigate *Ariel* and prepares for the showdown with Landais that is sure to come.

John Adams and Vergennes continue to feud over the devaluation issue. The French foreign minister sends Franklin the accumulated correspondence between himself and Adams. Franklin refuses to be drawn into the controversy, and instead feigns ignorance. To Vergennes he writes: "I have taken some pains to understand the subject [devaluation] . . . I cannot say that I yet perfectly understand it . . ." Of one thing Franklin is quite certain. He assures the angry foreign minister that Congress will resolve the situation to everyone's satisfaction.

(One of a series)

In Madrid, John Jay suffers the twin indignities of a threadbare money supply and little official recognition. That he labors under such a burden is a credit to his patience. In letters to the Congress, he begs for news and money to pay his bills, some of which he has incurred paying the expenses of penniless and marooned American seamen.

Jay has another unproductive session with Floridablanca on the 5th concerning the United States' serious financial situation. He asks for an interpreter for the meeting, but the Spanish foreign minister dismisses Jay's request, saying that Mr. Carmichael, Jay's colleague, will suffice. Another gloomy cloud hangs over the proceedings. The fall of Charleston is on the agenda. ■

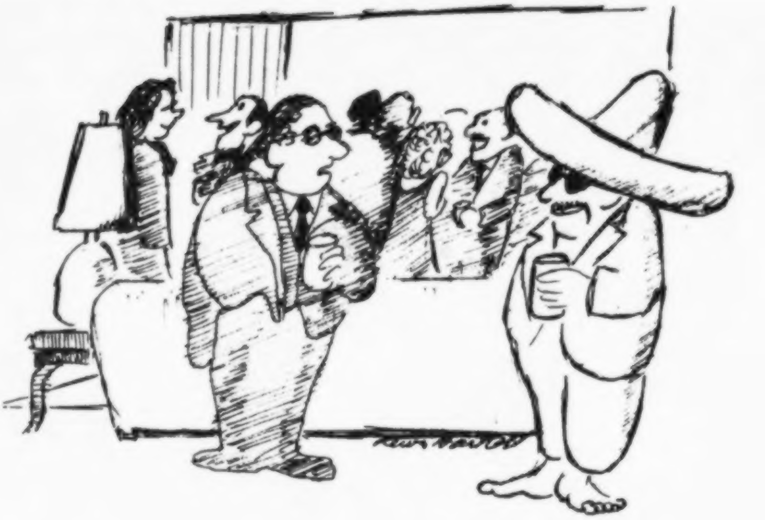
PERSONNEL: Foreign Service

MANAGUA, Nicaragua—Ambassador presents safe-driving awards to embassy chauffeurs. From left, standing: *Mario Cisneros; W. Lee Mattingly,* **general services officer;** *William Moises; José Sandoval; Adolfo Alvarez; Róger Morales; Ernesto Marquez; José Martinéz;* **Ambassador** *Lawrence Pezzullo; Osberto Terán; George W. F. Clift,* **administrative officer;** *Arnulfo Noguera; Rodolfo Collado; Paul H. Piña,* **deputy administrative officer;** *Enrique Aquilar; Julio Robleto.* **Sitting, from left:** *Guillermo Suarez; Manuel Alvarado; Clemente Espinoza, Octavio Flores.* □

NEW APPOINTMENTS

Allard, Gloria Trevino, Port-O-Spain
Angulo, Lois Gochnauer, Junior Officer Corps
Barbieri-Sauren, Elizabeth, Oceans and International Environmental and Scientific Affairs
Barrett, Kenneth R., Bureau of Personnel
Barton, Christopher, Inter-American Affairs
Bennett, William Walter, Bureau of Personnel
Billings, Leon Gregory, Office of the Secretary
Bobick, Elizabeth Ann, Kuwait
Boone, Nicholas W., Bureau of Personnel
Boris, John J., Junior Officer Corps
Brown, Helen D., Junior Officer Corps
Brown, Karen E., Bureau of Personnel
Burris, Carol P., Lima
Caldwell, Dick O., Rio de Janeiro
Calloway, Pamela S., Bureau of Personnel
Carter, Kathy D., Bureau of Personnel
Catellier, Robert F., Athens
Chamberlin, John W., Junior Officer Corps
Chiancone, Barbara K., Division of Medical Services
Clemens, Ora M., Bureau of Personnel
Cory, M. Gayle, Office of the Secretary
Damron, Terry Leonard, Karachi
Ditanna, Thomas L., Information Systems Office, Systems Design and Programming Division
Duffy, Joseph J., Moscow
Dutko, Mary, Office of Ambassador-at-Large for Mexican Affairs
Dwyer, Thomas F., Leningrad
Engelking, Jeannette B., International Communication Agency
Finn, Leslie K., Office of the Secretary
Fleisher, Eric W., Classification/Declassification Center
French, Philip C., Junior Officer Corps
French, Roberta Kohlberg, Mexico
Frick, Robert G., Alexandria
Glassman, Deborah, Mexico
Green, Elinor, Classification/Declassification Center
Harker, Drew A., Politico-Military Affairs, Office of International Security Operations
Hopson, Reginald E., Bureau of Personnel

Hunt, Leamon R., Department of the Treasury
Jefferson III, William J., Bureau of Personnel
Kasey, Cornelius D., Bureau of Personnel
Keller, Joseph P., Manila
Kenney, Beryl E., Bureau of Personnel
Kirkpatrick, Douglas A., Information Systems Office, Systems Design and Programming Division
Ledbetter, Michael Brett, Bureau of Personnel
Loftis Jr., Charles R., Junior Officer Corps
Mann, Pauline K., Santiago
Mannino, Dianne S., Information Systems Office, Systems Design and Programming Division
Martin, Angelika, Monrovia
Martin, Benjamin, Classification/Declassification Center
Matthews, Wendell A., Junior Officer Corps
McManus, Patrick J., Medical Services Division
Mongillo, Diane F., International Organization Affairs
Morfino, Geraldine, New Delhi
Munoz, Daniel A., La Paz
Nigro Jr., Louis John, Junior Officer Corps
Odell, Harry I., Classification/Declassification Center
Owen, William Morley., Classification/Declassification Center
Parmelee, Carole Ann, Office of the Secretary
Phelan Jr., George R., Bureau of Personnel, Board of Examiners for the Foreign Service
Pixley, Burnett Q., Kinshasa
Reichard, Dorothy L., Mexico
Reid, Ronald J., Junior Officer Corps
Reloux, Barbara Jean, La Paz
Roberts, Janet L., Caracas
Rose, Robert R., Office of the Secretary
Rossano, Gerard N., Yaounde
Sadur, Inez Sue, Georgetown
Salins, Kenneth S., Information Systems Office, Systems Design and Programming Division
Savage, Stephen L., Junior Officer Corps
Scheel, Virginia J., Junior Officer Corps
Schmelzlen, Linda K., Oslo
Sharpe-Lunstead, Deborah, Office of Refugee Programs
Sharpe, Thomas J., Addis Ababa
Smith, Arthur J., Warsaw
Spiro, Elizabeth P., Mid-Level Recruitment Complement
Stull, Lee T., Bureau of Personnel
Symmes, Rebecca D., Office of Inspector General
Takajy, Debie R., Manila
Takajy, James T., Manila
Thompson, Gail A., Junior Officer Corps
Towns, Shaaron Rose, Bureau of Personnel
Trimble, Phillip R., Near Eastern and South Asian Affairs
Tripp, Maryann Evans, Manila
Valkenburg, Mary Lyn, Inter-American



"So how was the TDY in Mexico City?" ☐

PUBLIC AFFAIRS—*Hodding Carter III*, right, is presented honorary doctorate-of-law by *Pope Duncan*, president of Stetson University.☐

Affairs

Weiner, Robert Edward, Office of the Secretary

Wing, Amparo, La Paz

Wynn, Monte H., Bureau of Personnel

TRANSFERS

Albison, Adele M., Kabul to Warsaw

Allen, Catherine E., Ndjamena to Bureau of Personnel

Alley, James J., Kuwait to Bangkok

Almand, Alice O., Kuala Lumpur to Office of Management Operations

Alphin, Earl D., Mexico to Hong Kong

Astalos, Margaret S., Foreign Service Institute to Bucharest

Baer, Robert B., Madras to New Delhi

Bellows, Michael Donald, Frankfurt to Halifax

Bertolet, Robert F., Afghanistan to Amman

Bigelow, Lee S., Bureau of Personnel, Foreign Service Career Development and Assignments to Paris

Blakeney, Dorothy N.K., Geneva to Santo Domingo

Blocker, V. Harwood, Guatemala to Buenos Aires

Bundy, John D., Near Eastern and South Asian Affairs to New Delhi

Buske, Mark S., Niamey to Bonn

Carr, Barbara G., Guatemala to Pretoria

Cavazos, Catherine G., Panama to Vienna

Collings, Helen M., Istanbul to Winnipeg

Crocker Jr., Thomas E., Lisbon to European Affairs, Office of Western Europe

Dechant, Lawrence G., Guinea to Office of Communications

Di Francesco Jr., Paul J., Office of Communications to Quito

Dunlop, Thomas P. H., Politico-Military Affairs to Belgrade

Eighmie Jr., James Wilson, Cairo to Damascus

English, Charles Lewis, Panama to Operations Center

Gardner, Michael L., La Paz to Office of Communications

Goodrich, Lawrence James, Bucharest to Toronto

Grahl, Larry C., Office of Inspector General to Ouagadougou

Griffiths, G. Gene, Foreign Service Institute to Department of Commerce

Grooms, Carlton C., Zambia to Caracas

Hall, Florence J., New Delhi to Kuwait

Haubold, Elka C., Nouakchott to Nicosia

Hayward, Martha M., Madrid to Cairo

Hebert, Richard, Sinai Field Mission to Office of Security, Washington Field Office

Heimann, John P., Kinshasa to Brussels

Holden, William Steven, Kuala Lumpur to Abidjan

Hopper, Susan Woolley, Near Eastern and South Asian Affairs to Abu Dhabi

Irizarri, Wilfrido L., Santo Domingo to Lubumbashi

Jacobs, Mark L., Brussels to Athens

Jacobsen, George R., Dusseldorf to Communications Center

Jaeger, Norma L., Frankfurt to Canberra

Johnson, Ellen McK., Belgrade to Bonn

Jones, Byron L., Office of Communica-

MOSCOW—Ambassador *Thomas J. Watson Jr.* presents Meritorious Honor Award to *Joan Hinds*, embassy community liaison officer. *(Photo by S. Demiray).* □

ACCRA, Ghana—Ambassador *Thomas W. M. Smith* presents awards to staff members. Standing, from left, are *Larry L. Limbaugh*, Cpl. *David C. Marshall*, *Douglas P. Rabie*, *Francis B. Neequaye*, *Joseph A. Mensah*, Mr. Smith, *Jonathan Mensah*, *Lillian L. Laast*, *Florence G. Bortle*, *Edward J. Perkins*, *Emmanuel K. Oku* and Cpl. *Mark K. Richardson*. Kneeling: Cpl. *Douglas J. McClure*, *Samuel G. Ayi-Bonte*, *Rudolph R. Drah* and *Gerhard Y. Apprackusu*. □

tions, Programs and Engineering Division to Accra

Jones, Frances T., Mogadishu to Lome

Jordan, John Anthony, Near Eastern and South Asian Affairs to Colombo

Karaer, Arma Jane, Foreign Service Institute to Department of Commerce

Kauffman, Milburn, Office of Communications to Tegucigalpa

Keck, Mary H., Indonesia to Bangkok

Keefe, Jr., John F., African Affairs to Mogadishu

Lambert, David A., Yaounde to Douala

Laubsch, Egon P., Frankfurt to Pouch and Courier Operations Division

Linehan Jr., John A., Freetown to Office of Inspector General

Mallett, John W., Brazil to Managua

Mason, J. Richard, Lima to Montevideo

Mathieu, Gail Dennise, Santo Domingo to Port-O-Spain

Matthews, Carl S., Managua to Inter-American Affairs, Office of Mexican Affairs

McCallister, Marvin A., Australia to Kingston

McLaughlin Jr, Archie, Panama to Pretoria

McGaffigan Jr., Edward, Moscow to Office of Special Adviser to the Secretary

McLaughlin Jr., Archie, Panama to Pretoria

McSwain, Robert J., Foreign Service Institute to Medan

Mikovich, Elizabeth A., East Asian and Pacific Affairs to Tokyo

Mitchell, Richard A., London to Nassau

Moore, Charles G., New Delhi to San Salvador

Morrison, Charles P., Office of Communi-

JOHANNESBURG—Upon his retirement, consul general William M. Johnson, left, receives plaque from Ambassador *William B. Edmondson* commemorating 37 years in the Foreign Service. □

ISLAMABAD—Chargé *Barrington King* presents award for valor to Foreign Service national *Bruno F. Cutler*, for heroism during the attack on the embassy in November 1979. Mr. Cutler has worked for the embassy for over 20 years. ☐

cations to Kuwait
Ness-Kramme, Gusta, The Hague to Pretoria
Nottingham, Roger C., Seoul to Lahore
O'Brien, Gary J., New Delhi to Brasilia
O'Brien, Melissa S., New Delhi to Brasilia
O'Neill, Mary A., Jidda to Bombay
Oudsteyn, Sylvia C., Near Eastern and South Asian Affairs to Paris
Pelletreau Jr., Robert H., Manama to Department of Defense
Price, Thomas L., Belgrade to Operations Center
Rackley, Woody B., Khartoum to Bangkok
Ravndal, Frank M., Bogota to Jakarta
Roberts, Loretta A., Lisbon to Near Eastern and South Asian Affairs
Rodman, George F., Copenhagen to Wellington
Royden, Barry G., Inter-American Affairs to Guatemala
Ruth II, Thomas A., Near Eastern and South Asian Affairs to Cairo
Ryan, James F., Office of Communications, Programs and Engineering Division to Manila
Sala, Lawrence B., Office of Communications to Rangoon
Spinelli Jr., Robert L., Buenos Aires to Brasilia
Stella, Robert A., Seoul to New Delhi
Stevenson, Rufus, United Kingdom to Visa Office
Sting Jr., Joe T., Bonn to Belgrade
Taylor, Betty C., Tunis to Bonn
Taylor, Robert, Ankara to Madrid
Taylor, T. Elkin, Congressional Relations to Paris
Twaddell, William H., African Affairs to Maputo
Ulrich, Michael J., Monrovia to Office of Communications
Vaden, Peter B., Nice to Marseilles
Valdez, Steven J., Santiago to Bonn
Watt, Linda E., London to San Jose
Williams, James L., Buenos Aires to Guayaquil
Xanten, Martha E., Nassau to Inter-American Affairs
Zimmer Jr., Everett C., Bangkok to Frankfurt
Zimmerman, Amy S.C., Inter-American Affairs to Sao Paulo
Zimmermann, Warren, Paris to European Affairs

RESIGNATIONS

Abston, O. Gene, Office of the Inspector General
Bahti, Anita Corrine, Division of Medical Services
Baker, James E., U.S. Mission to UN
Beebe, Patricia R., London
Cassidy, Philip E., Refugee Programs
Cunningham, John E., Classification/Declassification Center
Daniels, Marion Gordon, Inter-Governmental Assignment
Engelking, Jeannette B., International Communication Agency
Griffin, David, Office of Communications, Programs and Engineering Division
Henneke, Janet L.M., Inter-American Affairs
Indahl, Berne M., Frankfurt
Johnson, Dale D., Communications Center
Kelley, Elaine M., Tegucigalpa
La Pittus, Jerome Robert, Trade Negotiations
Loken, Kristin K., San Salvador
Mak, Dayton Seymour, Classification/Declassification Center
Parsons, Elizabeth Susan, Mexico
Robertson, William V., Near Eastern and South Asian Affairs
Root, John F., Classification/Declassification Center
Sena Jr., Ray, Classification/Declassification Center
Shubat Wall, Deborah D., Nassau
Slaght, Joan Adele S., Montevideo
Smith, Katherine Nelson, Congressional Affairs
Swenson, Diana Yu, Quito
Tragen, Irving G., U.S. Mission to Organization of American States
Wilhem, Mary P., Moscow

RETIREMENTS

Chase, Robert W., Tangiers
Clarke, Lenard R., Department of Commerce
Cramer, Dwight M., Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs
Edmond, Lester E., Asian Development Bank
Engelking, Jeannette B., International Communication Agency
Fisher, Adrian S., Arms Control and Disarmament Agency
Fleisher, Eric W., Intelligence and Research
Guzman, Charles C., Lima
Harris, Charles J., Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs
Hunt, Leamon R., Department of the Treasury
Katcher, David A., Office of Under Secretary for Security Assistance, Science and Technology
Lee, Elder A., Vienna
Otto, John L., Frankfurt
Parker, M. Jane, Dublin
Parker, Richard B., Faculty Adviser
Reese, Julia R., London
Smith, Arthur J., Warsaw
Stave, Thomas C., Department of Commerce
Todd, James R., Madras
Wenndorf, Rodelle L., Manila☐

COMMISSIONING AND TENURE

The Foreign Service Commissioning and Tenure Board has recommended the following officers for career tenure:

(March session)

Bargeron, John H. Jr.
Boucher, Richard A.
Davenport, Francis M.
Dorris, Carl E.
Fogarty, John F.
Hoover, John M.
Klekas, John L.
Leu, Michael A.
Lohman, Lee R.
Miller, Gregory D.
Reece, T. Dennis
Schwab, Susan C.
Skodon, Emil M.
Skud, Timothy E.
Sutton, Thomas D.
Thielmann, A. Gregory
Wolfson, David T. ■

Tireless U.S. diplomat fights starvation among Ugandans

BY JAY ROSS
WASHINGTON POST FOREIGN SERVICE
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The following article is reprinted, with permission, from the Washington Post of June 9.

KARENGA, Uganda—The tall woman clutched the starving, nearly naked waif to her and, fighting back tears said: "His body feels thinner than ones I've buried."

The child, an emaciated 6-year-old victim of the Karamoja drought in northeast Uganda, just held on tight to her benefactor. She was the latest recipient of an unusual, personal kind of care from the United Nations.

The world organization, often known for its abundance of bureaucrats who remain rooted to their desks, has a different image in Uganda, at least, as a result of the tireless efforts of Melissa Wells, the head U.N. official in the country.

Wells, trying to help save tens of thousands of starving Karamojong, has put the limited number of U.N. personnel in the country to work directly in the field to distribute badly needed food. She frequently visits missions and hospitals doing relief work in the province to check on needs and boost morale.

Normally, the United Nations simply arranges for donors and provides the aid to the government to distribute. In Uganda, however, there is scarcely any effective government, following the overthrow of Idi Amin and two of his successors in 13 months.

So Wells, a former American ambassador on loan to the United Nations from the State Department, has stepped in with her own personal form of diplomacy. It ranges from passing her "begging bowl" among the international community to nurturing of starving children.

It also sometimes involves helping to bury the children who no longer can be helped.

The title given to Wells in Swahili by her drivers and guards probably best combines the personal and professional aspects of her work.

It literally means "mother ambassador of all the nations of the world." That is the closest Swahili comes to U.N. Development Program resident representative, the position Wells has held since last September.

UN official *Melissa Wells*, on leave from the State Department, gathers up frail victim of drought and tribal depredations in notheastern Uganda. *(UN Development Program photo)* ☐

As one of the State Department's first women career ambassadors, Estonian-born Wells, 47, came up through the ranks in a fairly routine manner. She became Washington's first envoy to newly independent Guinea Bissau in West Africa in 1976 and later was appointed the U.S. representative to the United Nations Economic and Social Council in New York.

Wells is probably the only ambassador who worked in a Las Vegas chorus line. An athletic, 5-foot-11 southern Californian, she was a star swimmer as a teen-ager. That got her a part in the "Aquaparade of 1953," which combined Esther Williams-style synchronized swimming and standard Las Vegas musical fare.

The "Aquaparade" led Wells to an unusual first contact with the Foreign Service. The group embarked on a year-long tour of Europe, went broke and had to be repatriated by the State Department from Paris.

Five years later, she began training in the Foreign Service after graduating from Georgetown University.

In those days it was difficult for a woman to break into the State Department. "If you told them you'd like to be married some day," Wells said, "the examining panel would just say, "go away little girl."

She said she replied, "Look, I'm six feet tall and weigh two pounds more than Sugar Ray Robinson," then the world welterweight (147 pounds) boxing champion. "They laughed and dropped the subject," she said.

However she did marry—a foreign service officer, Alfred Wells. They divorced in the 1960s but got back together later although they never remaried.

Alfred, now a housing consultant for the United Nations, lives in Nairobi, Kenya, with their younger son, Gregory 13. Christopher, 19, their other child, is a student at Columbia University in New York. Melissa is a frequent commuter to Nairobi.

Explaining her preoccupation with Karamoja, she said. "I must take these trips—it's like a rope, a lifeline."

With unrest in the province growing, the trips are becoming more and more dangerous. Wells always travels with an armed guard, but he would be no match for the raiders who are terrorizing the area. ☐

New Foreign Service class is ready

Thirty-nine members of the 147th class of the Foreign Service have completed their orientation studies at the Foreign Service Institute. The class includes 15 women. Seven of its members are in the affirmative action junior officer program; six are in the mid-level program. The members come from 17 states and the District of Columbia, New York leading with 9.

Fifteen members are starting their careers as political officers, 14 as consular, 6 as administrative, and 4 as economic and commercial officers. The average age is 30.

The new officers have had varied work experience. Elizabeth Spiro, for example, was a consultant to the President's Commission on Foreign Languages. Nicholas Spiliotes was an intern at Embassy Lagos and also was a U.S. Senate staff member. Lois Angulo was a dancer with the National Ballet of Canada. Monica Ladd was an economic officer at the U.S. mission to the UN. Two, Gail Thompson and Cherie Jackson, served as interpreters for the Immigration and Naturalization Service. Two were Army captains—Howard Steers and Jorge Cintron. John Chamberlin was a Peace Corps volunteer.

State members of the 147th class are shown in the adjoining photo, from left, sitting: *John J. Boris; Elizabeth P. Spiro; Sandra J. Campbell; Ronald S.Robinson; Helen D. Brown; Donald Y. Yamamoto; Barbara M. Watson*, assistant secretary for consular affairs; *Howard Stoffer; Virginia E. Morris; James F. Cole; Albert Shaw Jr.; Lois Gochnauer Angulo; Cherie J. Jackson*. Second row: *Virginia J. Scheel; Lisa A. Piascik; Christopher P. English; Dorothy Watson; Gloria C. Becker; Gail A. Thompson; Alan R. Tousignant; Nelson B. Nugent; Carol van Voorst; Jorge Cintron; Barbro A. Owens; Nicholas J. Spiliotes; Monica Ladd*. Third row: *Richard Kilpatrick*, coordinator; *John W. Chamberlin; Charles R. Loftis; John J. Foarde; Louis J. Nigro; Mark R. Kennon; Wendell L. Matthews; Howard J. Steers; Richard L. Hartung; Philip H. Egger; Philip C. French; Stephen L. Savage; David G. Whittlesey; Alice R. Cook; Jeffrey N. Gorsky, Eric Tunis*, deputy coordinator. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-15

Robert P. Savitt, Intelligence and Research.

GG-15

James G. Chandler, International Joint Commission.

GS-14

Edward R. Cummings, Office of Assistant Legal Adviser for Politico-Military Affairs; **John Ward Floyd**, Office of the Comptroller, Finance Office; **Charles Saverio Greco**, African Affairs; **James J. Healey**, Intelligence and Research; **Ray A. Meyer**, Interagency Task Force on the Law of the Sea; **Joseph Paul Smaldone**, Politico-Military Affairs, Office of Munitions Control.

GS-13

Robert Lee Farlow and **Wayne P. Limberg**, Intelligence and Research; **James M. Flanagan, Cornelius K. Iida** and **Margie R. Wilber**, Bureau of Administration, Office of Operations; **Peter E.A. Gregory**, Bureau of Personnel, Employee Relations.

GS-12

Ronald G. Ayres, Passport Office, Boston; **Dean Joseph Debuck**, Passport Office; **Stephen Ray Grummon, Edith Eliza Van Hollen**, Intelligence and Research; **Blair L. Murray**, Politico-Military Affairs; **Mary K. Paskus**, Office of Chief of Protocol.

GS-11

Sondra F. McCarty and **Joseph W. Reap Jr.**, Public Affairs, Office of Press Relations; **Eileen H. O'Kane**, Office of Overseas Citizens Services.

GS-9

John A. Bentel, Office of the Secretary, Information Management Section; **Martha J. Blackburn**, Oceans and International Environmental and Scientific Affairs, Oceans and Fisheries Office; **Barbara K. Boller**, Public Affairs, Office of Public Programs; **Genevieve C. Burkot** and **Virginia C. Kelly**, Near Eastern and South Asian Affairs; **Linda J. Coble**, Bureau of Personnel; **Velma T. Smith**, Office of Operations, Foreign Affairs Information Management Division; **Mary Belle Swann**, Public Affairs, Office of Public Communication.

GS-8

Nancy C. Case, Office of Under Secretary for Management; **Doris V. Ryan**, Oceans and International Environmental and Scientific Affairs; **Robin M. Schueneman**, Economic and Business Affiars, Office of International Trade Policy; **Martha Ann Graves Wright**, Office of Refugee Programs.

GS-7

Linda L. Carter, Office of the Comptroller; **Willie Abe Chappell**, Passport Office, Houston; **Sherman J. Krainz**, Passport Office, Detroit; **Raymond E. Mathis**, Bureau of Personnel; **Gloria T. McKinney**, Passport Office, San Francisco.

GS-7

Karen Lichtig, U.S. Mission to UN.

GS-6

Gladys T.L. Battle, Overseas Citizens Services; **Wanda Kay Besson, Francis K. Hoopingarner, Janet R. Orndorff**, Bureau of Personnel; **Denise A. Burns**, European Affairs, Office of Atlantic Politico-Military Affairs; **Timothy V. Collins**, Operations Center; **Robert J. Durham**, Executive Secretariat; **Tamara G. Jernigan**, Office of Security, Domestic Operations Division; **Barbara H. Jibrin**, Intelligence and Research, Near East Division; **Sharon T.Q. Johnson**, Near Eastern and South Asian Affairs; **Gretchen Louise Koenig**, Bureau of Administration, Allowances Staff; **Edith V. Lyons**, Passport Office, Philadelphia; **Crystal Ann Reed, Corinthia E. West**, Office of the Comptroller, Finance Office; **Ava Lynn Savadow**, Foreign Service Institute; **Phillip H. Stevens Jr.**, Information Systems Office, Foreign Affairs Data Processing Center; **Kathleen A. Templeman**, Economic and Business Affairs; **Cheryl L. Tucker**, Public Affairs, Office of Public Communication; **Dianna H. Walker**, Office of Operations, Foreign Affairs Information Management Division; **Rose Mae Walton**, Intelligence and Research, Northeast Asia Division.

GS-5

Doris I. Alston, Bureau of Personnel; **Wayne S. Bobby** and **Gary W. Padgett**, Economic and Business Affairs; **John W. Bryant, Kathy B. Rivers**, Office of the Comptroller, Finance Office; **Jules J. Dordain**, Pouch and Courier Operations Division; **James E. Holdforth**, Office of Deputy Secretary of State; **Juanita S. Holsendorff**, Near Eastern and South Asian Affairs; **Martha J. Johnson**, Overseas Citizens Services; **Dawn Marie Putnam**, Office of Operations, Supply and Transportation Division.

GS-4

Joanne S. Abraham, Steven D. Dubose, Paul B. Luskey, Debra S. Ingram and **Joylette Lindsay**, Bureau of Personnel; **Annie M. Artis**, Passport Office, Washington; **Linda Lee Battle, Faylenn H. Stubblefield**, Passport Office, Houston; **Cheryl L. Broyles**, Passport Office, San Francisco; **Tammy Ann Cox**, Economic and Business Affairs, International Finance and Development Division; **Joseph U. Schiavone**, Pouch and Courier Operations Division.

GS-3

Edith Burton Thompson and **Gina S. Tolbert**, Passport Office, Houston; **Amy J. Wood**, Office of Security, General Investigations Branch.

NEW APPOINTMENTS

Anderson, Desiree A., Administrative and Clerical Pool

Andrews, Philip M., Inter-American Affairs

Artis, Mildred L., East Asian and Pacific Affairs

Barrack, Debra S., Office of Operations, Supply and Transportation Division

Baugham, Cheryl D., East Asian and Pacific Affairs

Biegel, Joseph D., Office of Operations, Facilities Management and Administrative Services

Blandford, Kristin A., East Asian and Pacific Affairs

Bokow, David P., Inter-American Affairs

Bonner III, Douglas G., Near Eastern and South Asian Affairs

Botz, Elaine G., Office of Operations, General Services Division

Bowman, Paula Lunita, Passport Office, Records Branch

Bradley, Michael V., Passport Office, Philadelphia

Breidenbach, Paul A., Inter-American Affairs

Bridgewater, Doris Jean, Passport Office, Records Branch

Brinkley Jr., James Lee, Passport Office, Records Branch

Brinson, Karen O., Bureau of Personnel

Brooks, Cynthia Marie, Passport Office, Washington

Brooks, Deborah Charlene, Passport Office, Records Branch

Brown, Renee D., Passport Office, Boston

Broyles, Susan M., Near Eastern and South Asian Affairs

Buffum, Carol L., African Affairs

Burkholder, Deidra A., Office of Com-

munications, Programs and Engineering Division
Burns, Susan E., International Organization Affairs
Byron, Leila Mae, Bureau of Personnel
Campbell, Vivian E., Passport Office, Detroit
Canciglia, Patricia A., Administrative and Clerical Pool
Caparas, Eduardo D., Foreign Service Institute
Cardoso, Ariel S., Office of Operations, Employees Services Center
Cartagena, Arlene, Passport Office, Stamford
Childs Jr., William M., Office of Operations, Programs and Engineering Division
Childs, Adrienne Denise, Office of Operations, General Services Division
Coates, Monique Marie, Office of Refugee Programs
Coffman, Suzanne Elizabeth, International Organization Affairs
Cohen, Leslie, Inter-American Affairs
Coleman, Sally M., Visa Office, Immigrant Visa Control and Reporting Division
Crisan, John T., Office of Executive Director of Department
Cockett, Cynthia Gail, Bureau of Personnel
Curtis, Celia D., Office of Executive Director of Department
Cuttiler, Laudelina, Foreign Service Institute
Dal Santo, Mary, Bureau of Administration, Executive Office
Daniel, Jacquelyn A., Office of Executive Director of Department
Daris, Anne-Marie, Foreign Service Institute
Darnell, Donna L., Near Eastern and South Asian Affairs
Davidson, Leslie K., African Affairs
Davis, Jeffrey M., Office of the Comptroller
Davis, Particia L., Office of Executive Director of Department
Dflieghardt, Elizabeth F., Office of Executive Director of Department
Dimmock, Jonathan E., Administrative and Clerical Pool
Domick, Kathryn A., Visa Office, Immigrant Visa Control and Reporting Division
Draize, Donna T., Administrative and Clerical Pool
Dybalski, Irene F., Oceans and International Environmental and Scientific Affairs, Office of Environment and Health
Eliasson, Erika M., Foreign Service Institute
Ennis, Cynthia B., Office of Medical Services
Etkins, Jeanne-Marie, Oceans and International Environmental and Scientific Affairs

Wage board promotion

Ernest L. Poole of the Foreign Affairs Information Management Division, Bureau of Administration, has been promoted to WI-14. ☐

Evans, Margaret E., Economic and Business Affairs
Evers, Stephanie D., Office of Medical Services
Fagan, Leeanne, Office of Executive Director of Department
Fittipaldi, Mark F., Foreign Service Institute
Frantz, Linda S., Administrative and Clerical Pool
Friend, Susanne E., European Affairs
Fuller, Gregory T., Passport Office, Records Branch
Furey, Dorothy, Administrative and Clerical Pool
Fuss, David Allen, International Narcotics Matters
Gallis, Paul Eugene, Office of the Counselor
Garner, Cynthia Ann, Office of Executive Director of Department
Getz, Alexandria J., Inter-American Affairs
Glazer, David B., Bureau of Personnel
Glenn, Tywander Marie, Office of Operations, Foreign Affairs Information Management
Goodon, Joann P., Passport Office, New York
Gordon, Catherine R., African Affairs
Graves, Joanne P., Administrative and Clerical Pool
Gregory, Kristine C., Office of Executive Director of Department
Gunnoe, Daisybell, Visa Office, Immigrant Visa Control and Reporting Division
Guth, Michael A. S., Office of Executive Director of Department
Haney, Cersa L., Office of Executive Director of Department
Hart, Tracy L., Bureau of Personnel
Hayden, Theresa A., Administrative and Clerical Pool
Hebenstreit, Maria Luisa, Operations Center
Heist, Vicki Lynn, Passport Office, Seattle
Hession, Robbin F., Near Eastern and South Asian Affairs
Hill, Yvette R., Bureau of Personnel
Holm, Diana G., Foreign Service Institute
Housley, Gloria Lynn, Foreign Buildings Office
Jackson, William E., Congressional Relations
Jacobs, James David, Bureau of Personnel
James, Anthony, Bureau of Personnel
Jeffery, Angela A., Consular Affairs
Johnson, Kimberly, Passport Office, Chicago
Johnston, Richard, Office of Communications, Programs and Engineering Division
Jones, Evan M., European Affairs
Kaplan, Randye Lynn, Office of Operations, Supply and Transportation Division
Katsu, Cristiana, Foreign Service Institute
Keller, Jonathan Francis, Bureau of Personnel
Kendrew, Claudia D., Oceans and International Environmental and Scientific Affairs, Oceans and Polar Affairs
Kirby, Armenta Von, Passport Office, Washington
Knight, Reva R., Office of Medical Services
Korcak, Elizabeth Ellen, Office of Security, Technical Services Division
Lagomarcino, Leslie K., Bureau of Personnel
Larriva, Victoria, Passport Office, Los Angeles
Lee, Geraldine L., Passport Office, New York
Leef, Paul M., Bureau of Personnel
Lejnieks, Anita Diana, Bureau of Personnel
Logan, Laurie J., Consular Affairs
Lubin, Lawrence J., Office of the Comptroller, Finance Office
Luk, Kam-Hung P., Foreign Service Institute
Lupo, Hiroko, Office of the Comptroller, Finance Office
Lusby, Gail, Foreign Service Institute
Maddrey, Lee A., Bureau of Personnel
Marken, Anne-Heather, Intelligence and Research
Marken, Mary J., Office of the Executive Director of Department
Marling, Deborah L., Near Eastern and South Asian Affairs
Marling, Elisabeth M., European Affairs
Matthews, Shirley, Passport Office, Records Branch
Mattson, Mary April, Office of the Executive Director of Department
Maull, Helene E., Inter-American Affairs
Mayo, Harvey Bruce, Passport Office, Records Branch
McCall Jr., Richard L., International Organization Affairs
McDermott, Catherine M., Office of Security, Records Services Division
McCall, Megan Maria, Foreign Service Institute
McCormick, Eileen E., Public Affairs
McCullough, Clayton F., Passport Office, Miami
McDougal, Valeria Y., Passport Office, Records Branch
McElroyl, Madeline A., Passport Office,

Philadelphia

McGee, John J., Pouch and Courier Operations Division

McGruder Jr., John L., International Narcotics Matters

Mendelsohn, Nina S., Bureau of Personnel

Merkle, Melanie L., Foreign Service Institute

Mevorah, Joseph, Office of the Executive Director of Department

Michael, Shelly Jeanne, Inter-American Affairs

Minneman, Jill B., Inter-American Affairs

Missy, Johanna, International Organization Affairs

Mitchell, Alvin Eugene, Pouch and Courier Operations Division

Mitchell, Pamela Kaye, Passport Office, Washington

Moretti, Rosemary L., Office of Security, Records Services Division

Mullaney, Shawn T., Administrative and Clerical Pool

Myers, Gail P., Administrative and Clerical Pool

Nagelhout, Martha June, International Narcotics Matters

Neal, Loretta, Passport Office, Washington

Neet, Miriam, Politico-Military Affairs

Nichols, Lorie Ann, Passport Office, Washington

Nogrady, Gail Suzanne, Consular Affairs

Novak, Lisa C., East Asian and Pacific Affairs

Noziglia, Jeanette I., European Affairs

Peterson, Sheryl Lynn, International Narcotics Matters

Prezeworski, Cynthia A., Office of Security, Chicago Field Office

Raicht, Eileen M., Office of the Executive Director of Department

Raley, Kathleen Marie, Office of the Comptroller, Finance Office

Ramsey, Stephen D., Office of the Executive Director of Department

Ratliff, George W., Passport Office

Reel, Lauren, Administrative and Clerical Pool

Richey, Susan A., Politico-Military Affairs

Richman, Alvin, Passport Office

Riddick, Gina L., Office of Medical Services

Rochlin, Karen E., Bureau of Personnel

Roth, Robin, Inter-American Affairs

Rowzee, Jeanne M., Office of the Executive Director of Department

Ruffin, Delois L., Operations Center

Sabanegh, Edgar F., Office of the Comptroller, Finance Office

Salemi, Anthony J., Communications Center

Sarro, Paula M., Office of Operations, Supply and Transportation Division

Scarlett, Claudette, Passport Office, Miami

Schilling, Dawn L., Administrative and Clerical Pool

Schwartzman, Rhonda Beth, Passport Office, Miami

Seaborn, Joyce M., Office of Operations, Foreign Affairs Information Management

Settle, Tyra Lee, Office of Operations, General Services Division

Shafer, Valerie J., Intelligence and Research

Sherman, Rande J., International Organization Affairs

Silva, John C., Administrative and Clerical Pool

Simpson, Teri L., Office of the Executive Director of Department

Sinclair, Mary C., Office of the Comptroller, Finance Office

Smith, David, Oceans and International Environmental and Scientific Affairs

Smith, Douglas Noel, Office of the Executive Director of Department

Smith, Rachael E., Passport Office, Washington

Somers, Margaret G., Inter-American Affairs

Sparks, Darnell, Division of Medical Services

Stetson, Melanie A., Inter-American Affairs

Stormer, Beverly G., Oceans and International Environmental and Scientific Affairs

Studulski, Yvonne Lois, Passport Office, San Francisco

Swaniowski, Steve T., Communications Center

Sween, Mary L., Administrative and Clerical Pool

Thomas, Susan Pettit, Foreign Service Institute

Thompson, Rosa Lee, Passport Office, Los Angeles

Tindal, Linda A., Passport Office, Records Branch

Tortorici, Mary Kathleen, Office of Medical Services

Tso, Yeuk Lan, Foreign Service Institute

Van Brusselen, Dorothy L., Passport Office, San Francisco

Veney, Cassandra R., Near Eastern and South Asian Affairs

Walsh, Gertrude C., Bureau of Personnel

Watt, Carl Edward, Intelligence and Research

West, Ivy L., Office of Inspector General

White, Deborah A., Office of the Executive Director of Department

Wilhelmi, Nancy L., Office of Medical Services

Wilkes Jr., William N., Office of Refugee Programs

Will, Tari R., European Affairs

Willens, Lily, Foreign Service Institute

Williams, Gwendolyn C., Passport Office, Records Branch

Windle, Phyllis N., Oceans and International Environmental and Scientific Affairs

Winovich, John Edward, Foreign Service Institute

Witeck, Jeanne M., Office of the Legal Adviser

Wolfe, Mack C., Office of Communications, Programs and Engineering Division

Woodbury, Jonathan Wendell, Office of the Comptroller, Finance Office

Woody, Jennijer M., Administrative and Clerical Pool

Yee, Nelson, Passport Office, San Francisco

Yoshihashi, Lori K., Office of the Executive Director of Department

Zimmer, Katheryn A., Office of the Executive Director of Department

REASSIGNMENTS

Atkins, Rhoda M., Passport Office, Records Branch to Bureau of Personnel, Operating Systems Division

Barnes, Laura T., Interagency Task Force on the Law of the Sea to Operations Center

Brogden, Pamela D., Office of Inspector General to Human Rights and Humanitarian Affairs

Browning, Jeanne M., Intelligence and Research, Office of Research to Division of Medical Services

Cantu, Mario, Division of Medical Services to Inter-American Affairs

Corbett, Curtis, Office of the Comptroller, Finance Office to Foreign Affairs Information Management

Guillory, Mildred H., Consular Affairs to Intelligence and Research, Commodity and Developing Country Division

Hendon, Nicole N., Office of Security, Employee Security Branch to Foreign Affairs Information Management

Johnson, Martha J., Administrative and Clerical Pool to Office of Security, Washington Field Office

Lewis, Eugene J., Office of Chief of Protocol to Office of Operations, General Services Division

Lopez, Lourdes, Inter-American Affairs to Office of Under Secretary for Security Assistance, Science and Technology

Lotz, Sharon Ruth, Administrative and Clerical Pool to Bureau of Personnel

Lynch, Janet E., Office of Under Secretary for Security Assistance, Science and Technology to Office of the Secretary

Moore, Alexis A., Office of the Inspector General to Inter-American Affairs, Caribbean Affairs Division

Rush, Kelly Jean, Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

Sears, Patricia Tara, Administrative and

Clerical Pool to Inter-American Affairs

Slaughter Jr., Harold J., Near Eastern and South Asian Affairs to Economic and Business Affairs

Wilson, Barbara E., East Asian and Pacific Affairs to Consular Affairs

RESIGNATIONS

Biegel, Joseph D., Office of Operations, Language Services Division

Burns, Denise A., European Affairs, NATO and Atlantic Political-Military Affairs Division

Carstensen, Barbara L., Passport Office, Los Angeles

Dunfey, William L., U.S. Mission to UN

Fletcher, Linda M., Bureau of Personnel

Foti, Janice K., Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology

Glaros, Anthony K., Passport Office, Washington

Greenbaum, Denise K., Public Affairs, Office of Press Relations

Gutschmit, David A., Intelligence and Research

Hawkinson, Dorothy A., Passport Office, Seattle

Hodel, Olga, Office of Refugee Programs

Kazalonis, Kathryn A., Visa Office

Kockler, Cecilia Magdalena, Foreign Service Institute

Kornegay, Linda, Passport Office, Washington

Kuhla, Celeste E., Inter-American Affairs, Office of Caribbean Affairs

McConnaughey, Lisa, Inter-American Affairs

McGrady, Carolyn J., Passport Office, Los Angeles

McDonald, Nikki A., Administrative and Clerical Pool

McLain, Carl E., Office of Communications, Programs and Engineering Division

Mednikoff, Rosalie J., Passport Office, Miami

Mitchell, Ethel K., Visa Office

Monaco, Loretta, Bureau of Personnel, Office of Recruitment, Examination and Employment

Monroe, Lovier R., Passport Office, Philadelphia

Moore, Rebecca A., European Affairs, Office of Northern Europe

Nelums, Virginia I., Passport Office, Los Angeles

Palma, Mario Alfonso, Foreign Service Institute

Porter, Reginald D., Office of Operations, Supply and Transportation Division

Rosen, Howard T., U.S. Mission to UN

Scott, James A., Office of the Comptroller, Finance Office

Seanor, Sara S., Office of Senior Adviser to the Secretary

Sommers, Joan P., Office of Operations, General Services Division

Syrovy, Mary Eleanor, U.S. Mission to UN

Taylor, Lucia S. C., Inter-American Affairs

Trottie, Janice Marie, Passport Office, Houston

Vincent, Christine C., Human Rights and Humanitarian Affairs

Weiser, Meredith A., Bureau of Personnel

Wicker, Linda E., Office of the Comptroller, Finance Office

RETIREMENTS

Chatman, James P., Office of Operations, General Services Division

Kessel, Dorothy G., Passport Office, Miami

McGowen, Edwin H., Office of Operations, Foreign Affairs Information Management ☐

Pay allotment regulations

The Office of Personnel Management has issued proposed regulations on allotment and assignment of pay for federal employees. The complete text of the proposal is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

MONTREAL—Consul general *Lloyd M. Rives*, center, presents awards to McGill University students *Carol Dohan*, second from left, who won the American Ambassador's Book Prize; and *Francine LeCompte*, who received a $1,000 scholarship for study in the United States. Prof. *Robert Vogel*, is at left, and Prof. *Thomas Velk*, at right. ☐

BUREAU NOTES

On a weekend "familiarization visit" to the Operations Center, *Secretary Muskie* is briefed by *Peggy Fenn*, operations assistant. With him is director *William F. Rope*. *(Photo by Robert Kaiser, Visual Services)* ☐

Secretary's Office

W. BEVERLY CARTER, abmassador-at-large for liaison with state and local governments, traveled to Philadelphia on June 1 to receive a human rights award from the Urban League of Philadelphia. Deputy coordinator DAVID SHINN attended the U.S. Conference of Mayors and annual meeting, in Seattle June 7-10, and participated in meetings of the Mayors' subcommittee on international economics and trade. ☐

OFFICE OF PROTOCOL

Protocol chief ABELARDO L. VALDEZ presented the following awards at a ceremony on June 16: Length-of-service pins, to JANIE GUILBAULT (30) and GEORGE SEALEY (20); certificates of excellent rating on performance evaluation reports, to MIDGE BURKE, ROWENA HOOD, JEAN JACKSON, MARJORIE KEATING, MARY MASSERINI, MARY K. PASKUS, JAMES T. PAYNE, MARIE REARDON, MARY SCHNECK, SHIRELY STEWARD and DIANNA WOLRIDGE; certificates of outstanding rating on performance evaluation reports, to LINDA DEWAN, and EILEEN McCARTHY; meritorious group cash awards, to Custom Services (MARJORIE KEATING, JANETTE McCONNEAUGHEY, SALLIE CLAIRBOURN, JOY COHEN, JACKIE CRYMES, CATHY GORE, MARY LYNCH and DEBRA MUSE, and to the Visits Section (KEN HAYS, GAHL BOTHE, PATRICK DALY, LINDA DEWAN, MARY MASSERINI, JAMES T. PAYNE and BILL SITTMANN); high-quality step increases, to LINDA DEWAN, DEE LILLY, JEAN JACKSON and SHIRLEY STEWART: Meritorious Honor Awards, to JEAN JACKSON and MARY K. PASKUS; and Superior Honor Awards, to RICHARD GOOKIN, JIM MARK and MARCH SCHNECK.

Mr. Valdez greeted the king and queen of the Hashemite Kingdom of Jordan on their arrival in Washington for an official visit, June 16-21. He then accompanied President and Mrs. Carter on their trip to Italy, Yugoslavia, Spain and Portugal, June 19-26. BILL SITTMANN, protocol visits officer, traveled to Venice, June 5-24, to advance the President's trip to the economic summit. The Ceremonial Division of Protocol was involved in the arrangements for SECRETARY MUSKIE's reception June 11 for chiefs of the diplomatic missions. New additions in the Office of Protocol are CONSUELO PACHON (Custom Services) and two summer interns—CYNTHIA WILLIAMS and WILLIAM ALTMAN. Resigning from the Department, and as manager of Blair House, is MARY SCHNECK. In order to compile an inventory of Iranian con-

OFFICE OF PROTOCOL—*Victor Bonilla*, from the Bureau of Inter-American Affairs, presents Ambassador *Abelardo L. Valdez*, chief of protocol, second from left, with the Hispanic-American Foreign Service Officers' Award, for contributions to the image of Hispanic-Americans in foreign affairs. At left is *Felix Vargas*, special assistant to the under secretary for political affairs. At right is *Lepoldo Garza*, special assistant to the Latin American AID director. ☐

sulate assets, the following protocol officers were sent to former Iranian consulates in New York and Chicago: RICHARD PATENAUDE and ROWENA HOOD; in San Francisco and Los Angeles, RICHARD MASSEY and JUNE FRAZIER; and to Houston, ROWENA HOOD and STELLA GUERRA. DAWN ALLENBACH of the Ceremonial Division has completed a semester in Spanish at the Foreign Service Institute.☐

OFFICE OF U.S. COORDINATOR FOR REFUGEE AFFAIRS

VICTOR H. PALMIERI, ambassador-at-large and U.S. coordinator, traveled to Geneva with Deputy Secretary WARREN CHRISTOPHER, to attend the conference on Kampuchean relief, May 26–27. Mr. Palmieri served as acting head of the U.S. delegation upon the deputy secretary's departure from the conference. Mr. Palmieri remained in Geneva for several days for bilateral talks with major international organizations engaged in refugee relief programs. In connection with the Cuban-Haitian problem, he addressed the National Conference on Social Welfare, in Cleveland, May 18, and the U.S. Conference of Mayors, in Seattle, June 9–10. The Cuban crisis also took him on an inspection tour of the processing camp at Fort Chaffee, Ark., June 1–2. He has made appearances before several congressional committees, including the Senate Foreign Relations Committee, May 5; the Senate Judiciary Committee, May 12; and the House Judiciary Committee, May 13, to testify on administration policy in the resettlement of Cubans and Haitians. Several persons from the office have been temporarily assigned to deal with the Cuban crisis. CAROL HECKLINGER went to Eglin Air Force Base as refugee resettlement coordinator. RON COPELAND and JOANNA CAPLAN have been detailed full-time duties in the Cuban Working Group in Washington.☐

Administration

OFFICE OF SECURITY

Deputy assistant secretary KARL D. ACKERMAN and Ambassador ANTHONY QUAINTON, director, Office for Combatting Terrorism, jointly welcomed members of the American Society of Industrial Security Terrorist Activities Committee, for an all-day seminar in the Department, May 15. Officials of several large U.S. business corporations, other members of the Office for Combatting Terrorism, officials of other U.S. Government agencies, and Security Threat Analysis Group employees JOHN BEDROSIAN, ANDY CORSUN, BELLE JOHNSTONE, LOUIS MIZELL, DENNIS PLUCHINSKY, BETH RENWICK and STEFANIE STAUFFER also participated. After the seminar, attendees were given a tour of the Office of Security Command Center.

Regional security officers and security engineering officers attending the Office of Security in-service seminar scheduled by the Education and Training Staff at the Department, June 9–13, included ANDY DILLARD (Jidda), MARTY DOUGHERTY (Manila), TIM FOUNTAIN (Cairo), ROY HIGGINS (Warsaw), HAL HOYESEN (Bangkok), RUDY JACKSON (Rio de Janeiro), JOHN JOMERUCK (Tokyo), PHIL JORNLIN (Budapest), DAVE KARVONEN (Lima), RON REAMS (Lisbon), DOUG ROBERTS (Islamabad), CHUCK SOPER (New Delhi), and JOHN TATUM (Casablanca). A group Meritorious Honor Award was presented in June to security officers JERRY WILSON, JACQUES ISLAND, ROBERT DALY, DALE MORRIS, PATRICK MULLIN and JOSEPH McNULTY, for their performance during the hostilities at Embassy Managua, and during the change of government in Nicaragua, June–July 1979.

Mr. Ackerman was the luncheon speaker June 17 at the Ohio State University two-day seminar on "Executive Protection and Security during the 80s." His talk was entitled the "Role of the U.S. Department of State in Combatting Terrorism." SID TELFORD, chief, Command Center, spoke on "International Terrorism and the American Response," at the World Affairs Seminar at the University of Wisconsin Whitewater Campus, on June 10. JIM DANDRIDGE, chief, Education and Training Staff, presented a lecture entitled "Security of a U.S. Diplomatic Mission" to the Defense Intelligence School, Anacostia Naval Annex, on June 3. During June the Office of Security assisted in the visit of PRINCE PHILIP of the United Kingdom, to San Francisco, and established protective details for OUM SIDI of Morocco, QUEEN NOOR of Jordan, and GENERAL BIN SHAKIR of Jordan. Special agents in charge of protection were ERVIN WEBER, TOM CHASE, GRACE GOODIER and MICHAEL VIGGIANO. The Office of Security Protective Liaison Staff and various field offices assisted in securing the Iranian missions around the United States that have been closed.

FRED BRANDT, Technical Operations Division, and BRYAN FLANAGAN, Foreign Operations Division, met with KEN BIGGER, chief of physical security, Australian Security and Intelligence Organization, to discuss progress in areas of physical security and public-access control programs. BOB BANNERMAN, Office of Security/Office of Foreign Buildings liaison officer, visited Turkey during May–June as part of a team studying public-access controls in official buildings. LUCIUS JACKSON, Office of Security/Office of Foreign Buildings liaison officer, visited several South American posts during June to discuss public-access control measures with post officials. WILLIAM PENN and JOHN KONICKI, Education and Training Staff, returned to the Department after spending six and four weeks, respectively, on temporary duty assignments at African posts.

Office of Security representatives serving during June on oral panel interviews conducted

BUREAU OF ADMINISTRATION—Employees of the Allowances Staff at an awards ceremony. First row, from left: ***Erle Curtis, Abe Cheng, Marion Rodgers, Frank Connolly, Julian Swisher, Mary Ann Griffin, Joanne De Concini, Bobbie Houston, Frank Pratt.*** **Second row:** ***Kevin Harnisch, Carolyn Contos,*** **director** ***Richard Martin, Norm Lizotte, Betty Stewart, Elizabeth Divney, Juanita Stokes, Leigh Turpin, Norman Prince, Reed Stormer, Lillian Nikl.*** ☐

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at the Board of Examiners for security officer applicants included STEVE COX, JOHN DROTOS, WILLIAM DURSO, DICK GANNON, GRACE GOODIER, KEITH GWYN, JOAN LOMBARDI, TOM MAYES, PATTI MORTON, BOB NICHOLSON, KEN ORZELL and RAYMOND SCROGGS.

JOHN BEDROSIAN, Chief, Threat Analysis Group, attended a three-day seminar on "Crisis Management of Terrorist Incidents," at Berkeley Springs, W.Va. BELLE JOHNSTONE, Threat Analysis Group, attended the Foreign Service Institute seminar on intelligence and foreign policy, June 2-5. SUZANNE CONWAY, Command Center, attended the institute-sponsored management skills for secretaries course, in Berkeley Springs. BRENDA EVENSKI, Document and Information System Division, attended the institute's supervisory seminar, at Harper's Ferry, June 1-6. DAVE MYERS, Technical Security Division, attended a one-week weapons seminar, at Heckler & Koch, in Oberndorf/Hecker, Germany.

On June 13 JBH Productions presented the Education and Training Staff the State Department's copy of the Society for Technical Communications 1980 International Audiovisual Competition Achievement Award. The award was received for the Department's filmstrip program entitled "Public Access Controls," which was developed by Security for use in domestic and overseas training programs. The competition included entries from U.S. and foreign corporations such as Kodak, Xerox, IBM and Toyota Motors. The nine programs in the filmstrip series will be released to regional security offices, worldwide, during the summer months.

On June 5 JOSEPH CLAY DEAN, officer-in-charge, Naval Support Unit, was presented the Navy's Meritorious Unit Commendation, for the State Department's Naval Support Unit. The citation was signed by the Secretary of the Navy and reads as follows: "For meritorious service in support of Department of State physical security operations and maintenance of secure spaces at overseas U.S. Foreign Service posts from 1 January 1979 to 29 Februry 1980. During this period, Naval Support Unit, State Department continued to enhance the physical posture of overseas secure areas and contributed to the quality of public access controls. These improvements included the design and development of lifesaving features such as emergency egress and fire prevention, as well as rehabilitation of secure areas in diplomatic missions that normally would not receive such support. The continuing maintenance program for Chief of Mission vehicles contributed to the safety and well-being of American Ambassadors and other senior officials overseas. Emergency services to Managua, Nicaragua; Tehran, Iran; Islamabad, Pakistan; and San Salvador, El Salvador, and extensive rehabilitation of the American Embassy, Moscow, USSR, and many other were completed in a timely and outstanding manner. By their outstanding contributions to vital Department of State security operations, conscientiousness, and complete dedication to duty, the officers and enlisted personnel of Naval Support Unit, State Department, reflected credit upon themselves and upheld the highest traditions of the United States Naval Service."☐

LANGUAGE SERVICES DIVISION

DIMITRI ARENSBURGER returned to Geneva on May 19 for resumption of the chemical warfare talks, which were expected to continue through June. CORNELIUS IIDA interpreted during the visit of the chairman of the Japanese joint chiefs of staff, May 18-23. On May 19, BILL FUKUDA interpreted for a group of Japanese journalists in their interview with ROSALYNN CARTER. Verbatim reporter MARIE TAYLOR and WYLMA JAMES (retired) reported SECRETARY MUSKIE's first press conference, May 20. Reviewer/translator WILLEM DANIELS attended a two-week course on Latin American area studies, at the Foreign Service Institute. U.S.-Brazil aviation talks were carried on in the Department the second half of May with interpreting assistance from SOPHIA PORSON. STEPHANIE VAN REIGERSBERG traveled to San Jose and Managua with House Majority Leader JIM WRIGHT, June 6-10. The third NATO symposium on "Quality and its Assurance" took place in Washington, June 2-6. The division provided four teams of simultaneous interpreters, including staff interpreters HELEN KAPS and CAROL WOLTER. The Italian Foreign Minister visited Washington on June 9-11. NEIL SEIDEN-

MAN assisted him in meetings with the President, the Vice President, the Secretary and Assistant Secretary GEORGE VEST. On June 9, Ms. Taylor reported Secretary Muskie's speech before the meeting of delegates of the National Association of Broadcasters, which took place in the East Room of the White House. Mr. Seidenman, VICTOR JACKOVICH, ANTHONY HERVAS and Ms. Porson flew to Europe to interpret for the President in Italy, Yugoslavia, Spain and Portugal. The sixth international conference on legal metrology met in Washington, June 16–21. Staff interpreters involved included BILL KRIMER, Ms. Kaps, GALINA TUNIK-ROSNIANSKY and DIMITRY ZARECHNAK. Ms. Porson and ALEC TOUMAYAN interpreted for a conference in Annapolis, June 17–19, and GISELA MARCUSE interpreted at a four-power ballistics meeting at Aberdeen Proving Grounds, June 17–20. Ms. Porson addressed the Chevy Chase Woman's Club on June 10. Mr. Iida, who has been with the division for about a year and a half, has been transferred to Tokyo, where he was to report some time in July.☐

OFFICE OF COMMUNICATIONS

Recent assignment announcements were LOUIS CORRERI, special assistant to the deputy assistant secretary for communications; RAY WOLF, chief, Special Projects and Programming Staff; and GEORGE JACOBSEN, instructor, Training Division. GERARD GENDRON and PETER GREGORIO were assigned on temporary detail to Venice. Briefings were given to WILLIAM FORD, Georgetown; HUGH HUDKINS, Beijing; ROBERT KEGLEY, Canberra; FREDERICK KING, Managua; JOHN McMILLEN, Quito; MARIANNE MALDE, Bamako; CHARLES OXENDINE, Mbabane; and GERRY SHEEHAN, Monrovia. Communications personnel on consultation were CLIFFORD BRZOZOWSKI, Seoul; JOEL KLEIMAN, Frankfurt; RALPH SCHMIDT, Singapore; DONALD SMOCK, Islamabad; and FLOYD WILSON, Islamabad. Two one-week limited teletype maintenance courses were attended by Mr. Ford; ALEXANDER KLEINSMITH, Sinai; TERRY KOPF, Mogadishu; WILLIS SORRELL, Bissau; and WAYNE UBRICH, Leningrad.☐

BONN—The deputy assistant secretary for communications, *Stuart E. Branch*, left, presents meritorious step increase certificates to communications officers *Bernard W. Bies*, center, and *Richard J. Getze*. ☐

African Affairs

Assistant Secretary RICHARD M. MOOSE participated in a conference on investment in Lusophone, Africa, sponsored by the African American Institute, in Boston, June 14. He was accompanied by PETER DE VOS, deputy director of southern African affairs, and JAMES OVERLY, Angola country officer. Deputy assistant secretary MABEL M. SMYTHE was honored at a reception at the Phelps-Stokes Foundation, in New York, May 22. She also presided at a luncheon meeting with a multiracial delegation of non-governmental South African leaders, June 4, and over a day-long conference on the Economic Community of West African States, in the Department, June 9.

Ambassador DONALD NORLAND delivered the commencement speech at St. Thomas College, St. Paul, Minn., May 24. Ambassador JOHN CLINGERMAN, spoke at Michigan State University, May 28; Wayne State University, June 2; and Kalamazoo College, June 5; and traveled to Amarillo, Tex., to speak at a public forum. Ambassador WILLIAM SWING addressed the San Diego Institute of World Affairs and the World Affairs Council, June 3, and met with the editorial board of the San Diego Union. On June 4, he met with Los Angeles Mayor THOMAS BRADLEY and members of the city's international task force; he also met with the editorial board of the Los Angeles Times.

YAOUNDE, Cameroon—The American consul in Douala, *Kenneth Scott*, receives Meritorious Honor Award from chargé *Peter Lord*. ☐

PAUL J. HARE, director of the Office of Southern African Affairs, attended a U.S./South African leader exchange program conference, in Mt. Kisco, N.Y., June 6–8. Ambassador STEPHEN LOW addressed the members of the Mile High Club, in Denver, on June 10, and met with reporters from the Denver Post. He also spoke at a meeting of the Mid-America Committee, in Milwaukee, June 18. JOHN VINCENT, deputy director of public affairs, addressed the Honors Institute of Two-Year Colleges, in Beverly, Me., June 10. DANIEL WATERMAN, senior economist, Economic Policy Staff, delivered the luncheon speech at a conference on business opportunities in Africa, in Rochester, N.Y., June 11; he made several other appearances in Rochester that day.

New personnel: RALPH GRANIER, from Bremen, Germany, serving as alternate director of the Office of Inter-African Affairs; ROBERT PROCTER, from Jidda, now desk officer for Malawi and Zambia. ☐

Arms Control and Disarmament Agency

RALPH EARLE II was confirmed by the Senate May 15 as director of the agency, a post he had held since January 3 under a recess appointment. GEORGE W. ASHWORTH was confirmed by the Senate June 4 as an assistant director and head of the Weapons Evaluation and Control Bureau. JAMES M. MONTGOMERY was selected by the director to be counselor of the agency.. In that capacity, Mr. Montgomery will be chairman of the Research

Council and director of policy planning for the agency. A career Foreign Service officer, he had been deputy assistant director of the weapons bureau for the past year. The director reassigned A. M. CHRISTOPHER from the Office of Public Affairs, where he had been principal deputy for the past 18 months, to replace Mr. Montgomery in the weapons bureau. A charter member of the Senior Executive Service, Mr. Christopher has been with the agency since 1963. With the transfer of Mr. Christopher, JAMES M. POPE was named principal deputy public affairs adviser. A career official at ICA, Mr. Pope has been on detail to the agency for the past three years. Air Force Colonel MORRIS WARNER has been transferred from the agency's Arms Transfer Division to serve as deputy senior military adviser. He was detailed to the agency last year on reassignment from Tehran, where he had been director of plans for the U.S. military mission to Iran.

The Committee on Disarmament started the second half of its 1980 session in Geneva, June 12, with Ambassador CHARLES C. FLOWERREE heading the U.S. delegation. The agenda included consideration of four main items: a radiological weapons prohibition, a chemical weapons ban, a comprehensive program of disarmament, and effective international arrangements to assure nonnuclear weapons states against the use or threat of use of nuclear weapons. Other agency officers participating in the session include ALEXANDER AKALOVSKY, LOWELL FLEISCHER, KATHARINE C. CRITTENBERGER, ROBERT P. MIKULAK, ROSEMARIE TAYLOR and JULIA A. DRAGOONE.

Representatives of the United States, the United Kingdom and the Soviet Union resumed trilateral negotiations in Geneva, June 16, on a comprehensive nuclear test ban. Ambassador HERBERT F. YORK headed the U.S. delegation, which included JOHN M. JOYCE and Captain TERRY F. CARRAWAY of the agency. M. SUZANNE VANCE received the agency's Meritorious Honor Award in a May 16 ceremony. She was honored for her service as staff assistant in the Office of the Director. After three years in that post, she has been reassigned to the Bureau of International Security Programs.

Air Force Major General JAMES DALTON, vice director of the Joint Staff in the Department of Defense, briefed senior agency officials, June 5, on the structure and operation of the Joint Chiefs of Staff system. M. ELAINE BUNN left the agency to accept an appointment with the Office of the Secretary of Defense under the Presidential Management Intern Program. After three years with the agency, initially as assistant general counsel for congressional relations and, since 1978, as chief of the Arms Transfer Division, ALAN A. PLATT left the agency May 31 to join the staff of the Hoover Institution on War and Peace, at Stanford University. Captain R. CLIFTON JONES, a member of the Defense Impact Staff in the weapons bureau, has joined the staff of the JWK International Corp., in Annandale, Va. FREDERICK WILLIAMS, an attorney-adviser with the Office of the General Counsel for 18 months, left the agency to join the Washington office of Isham, Lincoln & Beale, a Chicago law firm. Mr. Williams, who holds a doctorate in physics, earlier served as a physical science officer in the agency's nonproliferation bureau. CHARLES R. McANDREW Jr., who had been the agency's chief accountant for nearly three years, left to join the staff of the General Accounting Office. JOHN W. SALMON, a career Foreign Service officer on detail to the agency for the past two years, in the International Security Programs Bureau, has been named deputy director of the Department's Office of Non-Proliferation Policy.□

Consular Affairs

On June 16, Assistant Secretary BARBARA M. WATSON addressed the ladies' auxiliary of Club Managers Wives of Metropolitan Washington, at the Sulgrave Club. Miss Watson spoke to the group on the role of women in government. Deputy assistant secretary BOB FRITTS addressed the participants of the advanced consular course, May 30, at the Foreign Service Institute. He presented the participants with their certificates of achievement. Mr. Fritts also spoke to a group of Foreign Service national employees who were visiting Washington for training at the institute. Mr. Fritts discussed the daily work of the Foreign Service national and the federal benefits program, and the importance of the contribution of nationals to overall consular operations abroad. Deputy assistant secretary RUTH McLENDON and CARMEN DiPLACIDO, director, Office of Citizen Consular Services, shared views and ideas with the Foreign Service national employees during a luncheon meeting prior to their return to their posts.

The deputy assistant secretary for passport services, BERT KRIEG, visited the Chicago and New Orleans Passport Agencies, May 20–28. In addition to familiarizing himself with the operations at both agencies, Mr. Krieg discussed with Chicago agency personnel plans for the implementation of a new travel document issuance system which will be in operation at that agency in 1981. Personnel matters were a focus of the visit to the agency in New Orleans. A bureau personnel team composed of ADRIENNE HATCHETT and BENNY WHITEHEAD traveled to New Orleans with Mr. Krieg.

KATHI WARD represented the bureau at the first annual Constitutent Resource Exposition, May 22, in the Cannon House Office Building on Capitol Hill. Mrs. Ward replied to questions relating to the work of the entire bureau. The conference gave congressional leaders and their staff membes the opportunity to speak with representatives of 35 federal agencies and departments. On May 16 PETER K. MURPHY, special assistant, traveled to Reading, Pa., to address the World Affairs Council. The subject of his talk was "The American Consul and Foreign Affairs." He outlined the importance of consular service in today's world, and its intimate connection with our foreign policy objectives. During his visit

CONSULAR AFFAIRS—Deputy assistant secretary *Norbert J. Krieg*, left, presents group Meritorious Honor Award to Passport Services' Research and Liaison Branch. From left: *Carolyn Scott*, *Roseanne Pool*, *Randy Bevins*, *Rose Kalivretenos*, *Robert Kott*. □

to Pennsylvania, Mr. Murphy participated in several media interviews concerning the direct constituent contact with the Department of State which most frequently occurs in the consular area.

On May 21, PETER K. MURPHY, special assistant; JOHN ADAMS, of the Visa Office; and FRANK HEADLEY, of the Passport Office, attended a special Department seminar entitled "Incident Management and Hostage Negotiation." On June 3 NORMAN SINGER and JAKE DYLES of the Visa Office conducted a seminar on Capitol Hill on nonimmigrant visa processing, for congressional staff members. On June 5, JOSEPH E. OLENIK conducted a seminar on immigrant visa processing, for the same group. On June 10, CORNELIUS D. SCULLY, Visa Office, addressed the national symposium of the American Committee on Italian Migration, at the Mayflower Hotel. From May 28-30, Mr. Scully participated in a meeting of the National Association of Foreign Student Affairs, in St. Louis. SALLY BETH BUMBRY has left the Visa Office for the Office of Overseas Citizen Services, and KATHY KAZALONIS has transferred from the Visa Office to the Immigration and Naturalization Service. WES PARSONS has joined the Field Liaison Division of the Visa Office, and BOB WATKINS is in the Written Inquiries Division, from Kingston. ROBERT DRY of the Office of Overseas Citizen Services gave a presentation concerning the Hague Abolition of Legalization Convention, at the National Notary Association's conference, in Miami, on May 17. The Advisory Opinions Division of the Visa Office welcomes all consular officers who are in Washington and who wish to consult with that division. "Please telephone Extension 22920, and the division will schedule an appointment to speak with officers interested in your post," the bureau said.

The bureau welcomed the following summer employees: GEORGE RATLIFF, SALLY M. COLEMAN, KATHRYN A. DOMICK, PAM MITCHELL and DAISY GUNNOE. ☐

Economic and Business Affairs

Assistant Secretary DEANE R. HINTON attended the ministerial meeting of the Organization for Economic Cooperation and Development, in Paris, June 1-5. JAMES TARRANT, special assistant for consumer affairs, served on the U.S. delegation to the June 4-6 meeting of the consumer policy committee of the Organization for Economic Cooperation and Development, in Paris. The United States is seeking to make this committee the primary group for coordinating consumer projects among industrialized countries. MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, and DAVID BURNS, chief, Tropical Products Division, attended the annual sugar dinner in New York, May 14, which brought together over 1,000 U.S. and foreign businessmen and officials. Afterwards Mr. Calingaert visited the New York commodity markets and consulted with coffee traders. On May 20-21 Mr. Calingaert participated in a meeting of grain exporting countries in Brussels. He then served as alternate U.S. representative at the annual ministerial-level meeting of the World Food Council in Arusha, Tanzania, in early June. On his way back he stopped in London for consultations on coffee matters.

The deputy assistant secretary for international finance and development, ELINOR CONSTABLE, addressed the New York bar on June 11 on "The International Code of Conduct Negotiations."

Discussions aimed at concluding an air transport agreement with China resumed in Washington, May 19. The negotiations, chaired by the deputy assistant secretary for transportation and telecommunications, B. BOYD HIGHT, were begun in April at Beijing. The talks were still underway in mid-June. Civil aviation negotiations were held during May in Washington with three other countries. JAMES FERRER JR., director of the Office of Aviation, was U.S. chairman for talks with Peru, May 5-10, and Brazil, May 19-24. RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, chaired the U.S. delegation to the discussions with Australia, May 12-30.

ARTHUR FREEMAN, director of the Office of International Communications Policy, represented the United States at the annual meeting in Geneva, May 12-30, of the governing body of the International Telecommunication Union. A major interest of the United States at the meeting was to ensure that efficient and timely steps were taken to implement decisions of the 1979 World Administrative Radio Conference. JOEL SPIRO, chief of the Special Trade Activities Division, was a member of a U.S. delegation that met with Canadian government officials in Ottawa, May 15, to discuss trade compensation for their respective escape-clause actions.

Ten summer interns entered on duty in the bureau. They are KERWIN DAVIS, of Howard University, assigned to the Special Trade Activities Division; LAWRENCE FUELL, University of Kentucky, to the Food Programs Division; MARY ISKENDARIAN, Georgetown University, to the Office of Development Finance; PETER JANNIS, Georgetown University, Office of East-West Trade; DIANE JARRETT, Georgetown University, Office of Monetary Affairs; STEPHEN LUERE, University of Northern Colorado, Industrial and Strategic Materials Division; MARIAN MARUYAMA, University of Kentucky, Office of Investment Affairs; DOUGLAS MOORE, University of California, Aviation Programs and Policy Division; JAYLEEN RAEL, University of New Mexico, Office of Maritime Affairs; JOAN RECTOR, Duke University, Textiles Division; and MONTEE WYNN, Fletcher School of International Law and Diplomacy, Office of East-West Trade. Summer clerical employees who entered on duty are CHRISTIAN NOLAN and MARGARET EVANS. WILLIAM POGUE has reported for duty as deputy executive director, and JAMES GADSDEN as staff assistant in the Office of the Assistant Secretary. ☐

East Asian and Pacific Affairs

ANDREW OSTERMAN spoke at a joint Government/industry symposium on U.S.-semiconductor industry competition, at Stanford University, May 20-24. DONN HEANY left the bureau, May 30, on detail to the Commerce Department, where he has joined the staff of the director general of the Foreign Commercial Service. WALTER LUNDY, acting director, attended the annual meeting of the Asian Development Bank, in Manila, April 30-May 2, and the annual international meeting of the Pacific Basin Economic Council, in Sydney, May 5-8. RICHARD MORFORD attended a petroleum training course at the American Petroleum Institute, and consulted with oil companies in Houston, May 12-19. ☐

European Affairs

Deputy assistant secretary ROBERT L. BARRY discussed U.S.-Soviet relations at the Executive Diplomat Seminar, May 21. Mr. Barry also traveled to San Diego, where he spoke on the same subject at the City Club and World Affairs Council, May 28. On June 12, Mr. Barry spoke on U.S.-Czechoslovak relations, in New York, at the U.S.-Czechoslovak

MADRID—Regional security officer *Michael W. Becker*, left, receives letter of commendation and plaque from director of U.S. Secret Service. Presentation was made by Chargé *Robert E. Barbour*. ☐

AMSTERDAM—Foreign Service national *Arie Vogelaar*, right, receives 30-year award from consul general *S. Morey Bell*. In background are *Hans Van der Veen*, *Regina Vermeeren*, *Mrs. Vogelaar* and *Samuel V. Smith*.☐

Economic Council. ANDRE SURENA and DANIEL SIMON, of the U.S. mission in Berlin, were in the Department for consultations, June 2-6. THOMAS M.T. NILES, director, Office of Central European Affairs, and LANAH BERRYHILL completed early-morning German classes at the Foreign Service Institute, June 13. BENNETT HARMAN has joined the Federal Republic of Germany desk as a summer intern. ROBERT A. BRADTKE, economic/commercial officer, Office of Eastern European Affairs, traveled to Yugoslavia to participate in the meeting of U.S.-Yugoslav Economic Council, June 1-4. WILLIAM E. PRIMOSCH, economic/commercial officer, traveled to Warsaw as part of the U.S. delegation to the U.S. Polish Joint Trade Committee meeting, May 26-28. Mr. Primosch also attended the Department of Commerce East-West banking symposium, in Munich, May 29-31. WILLIAM H. HILL, Exchanges Section, Office of Soviet Union Affairs, traveled to New York, June 6, to speak at a meeting of the International Research and Exchanges Board, and to brief prospective participants on academic exchanges with the Union of Soviet Socialist Republics for the coming year.

CHARLES H. THOMAS, deputy director, Office of European Security and Political Affairs, and ROBERT S. PACE accompanied Secretary of Defense HAROLD BROWN to NATO's nuclear planning group ministerial meeting, June 3-4, in Bodo, Norway. ROGER HARRISON accompanied MAX KAMPELMAN, cochairman of the U.S. delegation to the Conference on Security and Cooperation in Europe, to Paris, Rome, London and Bonn, May 19-26, for consultations. The party was later joined by GRIFFIN BELL, chairman of the U.S. delegation, for a May 28 "reinforced" NATO Council meeting, at Brussels, and for the Conference on Security and Cooperation in Europe discussions in Madrid. ERIC REHFELD participated in the NATO Joint Communications and Electronics Committee meeting in Brussels, the week of April 14, and the NATO/Supreme Headquarters, allied Powers in Europe, annual infrastructure conference, the week of June 2. AVIS BOHLEN represented the office at a June 16 meeting of the NATO special consultative group.

ROBERT M. BEAUDRY, director, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, and ROBERT J. MONTGOMERY accompanied Deputy Secretary WARREN CHRISTOPHER and Commerce Secretary PHILIP KLUTZNICK, co-chairman of the U.S. delegation, to the 1980 ministerial level meeting of the Organization for Economic Cooperation and Development council, in Paris, June 3-4. The delegation included other officials from State, Treasury, Commerce and other agencies. Discussion at the ministerial concentrated on macroeconomic and energy policy issues, North-South topics, and the new declaration on trade policies, which was adopted unanimously. ☐

Foreign Service Institute

EUGENE E. CHAMPAGNE has entered on duty as executive director of the Foreign Service Institute, from Embassy Cairo. Also joining the staff were JOHN R. SCHMIDT, from London; GWENDOLYN E. MINOR, from the Bureau of Oceans and International Environmental and Scientific Affairs; LUCY D. R. QUINN, from Damascus; DAVID C. McGAFFEY, from university training; CONSTANCE CHAMPAGNE, from Cairo; and PATRICIA C. RAY, a new employee. New language and culture instructors at the institute are CRISTIANA KATSU, TADEUSZ WALENDOWSKI and LILY WILLENS.

The School of Area Studies of the institute held a one-day conference of presidents of area studies associations, on May 16. This group came together for the first time and exchanged ideas with the staff. The members offered advice on proposed curriculum changes in, and

FOREIGN SERVICE INSTITUTE—A new three-year agreement has been negotiated between the School of Language Studies and the American Federation of Government Employees, AFL-CIO, Local 1534, representing the institute's language and culture instructors. Seated, left to right, are *John Thiuri* and *Richard Howland*. Standing are *Jiri Cernik*, *Guzine Metya*, *Katherine Hanna*, *Martha Gowland*, *Roberta Davis*, *Lloyd Swift*, *Hugh Hassan*, *Robert Russum* and *Stephen Zappala*.☐

expansion of, language and area studies at the institute, and debated such subjects as the future of area studies in the United States. The conference grew out of the report of the President's Commission on Foreign Language and International Studies, which called for closer ties between academic and Government institutions. Senior institute officials, led by the new director, PAUL H. BOEKER, and the director general of the Foreign Service, HARRY G. BARNES JR., and deputy assistant secretary CAROL E. BAUMANN, participated actively in the proceedings. Mr. Barnes spoke on the place of area specialization in the department. At lunch, ALICE STONE ILCHMAN, associate director, Bureau of Educational and Cultural Affairs, ICA, gave the participants an update on recent developments affecting language and area studies and instruction since issuance of the commission report last fall. In their summary comments, the participants expressed strong interest and support to current efforts to improve and expand language and area training at the institute.☐

Human Rights and Humanitarian Affairs

Assistant Secretary PATRICIA DERIAN addressed the Foreign Service Institute Executive Seminar on May 21. On June 12, in the Dean Acheson Auditorium, she delivered welcoming remarks to the sixth of a series of conferences in preparation for the Copenhagen Mid-Decade Women's Conference. She gave the keynote address to the Northeast Central Region Convention of the American Association of University Women, in Milwaukee, June 13, and, while in Milwaukee, spoke on human rights policy with editorial writers and other press people.

Deputy assistant secretary STEVE PALMER and economic affairs officer BARBARA BOWIE participated in a conference sponsored by the American Association of the International Commission of Jurists and the Rockefeller Foundation, in New York, on "Toward an Integrated Human Rights Policy." CHARLES B. SALMON JR., director of the Office of Human Rights, participated in a foreign policy conference for Asian Americans sponsored by the Bureau of Public Affairs. He spoke on human rights policy at the conference sessions in Los Angeles and Seattle, May 9–10. Mr. Salmon left the bureau at the end of June to take the deputy-chief-of-mission course at the Foreign Service Institute, prior to his transfer to Wellington.

PATRICK FLOOD, regional affairs officer for South American affairs, delivered the commencement address at St. Thomas Aquinas School, in Fairfield, Conn., June 8. He has since left the office to continue his work in human rights and humanitarian affairs in Geneva. The human rights officer for Near East and South Asian affairs, TAYLOR JESSE CLEAR, briefed the CIA advanced intelligence seminar on "Human Rights and Foreign Policy," June 11. Also during June, regional human rights officer JON GREENWALD participated in bilateral consultations with delegations from Hungary, Finland and Czechoslovakia. DAVID MARTIN, special assistant and congressional relations officer appeared on "Positively Black," on WNBC in New York, with Rep. SHIRLEY CHISHOLM and Father ANTOINE ADRIEN, to discuss Haitian asylum applicants. The program was aired on May 25. Mr. Martin has since left the bureau to teach law at the University of Virginia law school. Deputy assistant secretary STEPHEN B. COHEN has also left the Department for a post as professor of law at Georgetown University. ORA CLEMENS has joined the bureau as an intern for the summer. Ms. Clemens has a B.A. from Michigan State University, in political science, and will be attending Johns Hopkins this fall.☐

Inspector General's Office

Second-cycle inspection teams are in the field and expected to return the end of July. New inspectors joining the inspection staff are RALPH T. JONES and JAMES K. MAHAFFEY. Other inspectors expected to join the staff are Ambassador WILLARD A. DEPREE, CAROLYN F. KINGSLEY, Ambassador JOHN A. LINEHAN, HOWARD M. McELROY and ROBERT S. STEVEN. REBECCA SYMMES has joined the staff as a research assistant, and LEILA AFZAL as a summer intern. Inspectors departing the staff for onward assignments are FELIX S. BLOCH—economic counselor, Vienna; JOHN A. MURTHA—assistant chief of protocol for administration; DONALD R. WOODWARD—Executive Seminar. ALEXIS A. MOORE of the secretarial staff also departed for a new assignment.☐

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with the following chiefs of mission between mid-May and mid-June: Ambassador STEPHEN WARREN BOSWORTH, Tunisia; RAUL H. CASTRO, Argentina; STEPHEN LOW, Nigeria; LAWRENCE A. PEZZULLO, Nicaragua; LEONARD WOODCOCK, China; ROBERT E. WHITE, El Salvador; ROBERT F. GOHEEN, India; TERRENCE A. TODMAN, Spain; TALCOTT W. SEELYE, Syria; NICHOLAS A. VELIOTES, Jordan; ROBERT B. OAKLEY, Zaire; and WILLIAM B. EDMONDSON, South Africa.

On June 19, Mr. Spiers presided over the bureau's honor awards presentation, in the East Auditorium. Superior Honor Awards were presented to MYLES L. GREENE, deputy director, Office of Analysis for the Near East and South Asia; TERRENCE GRANT, chief, Division for Southern Europe, Office of Analysis for Western Europe; DAVID H. COHN, director, Office of Economic Analysis; DENNIS P. MURPHY, chief, Regional Economic Division, Office of Economic Analysis; and JOHN SYLVESTER JR., Acting Assistant Deputy Director, Office of the Director. Tributes of Appreciation were awarded to DONALD H. VOSS, deputy director, Office of Economic Analysis; and KENNETH J. SCOTT, intelligence research specialist, Office of Economic Analysis. STEPHEN R. GRUMMON and ELIZA VAN HOLLEN, analysts in the South Asia Division, Office of Analysis for the Near East and South Asia; GEORGE W. OGG, chief, Commodity and Developing Country Division, and RUSSELL O. PRICKETT, chief, Trade, Investment and Payments Division, both of the Office of Economic Analysis. All received Meritorious Honor Awards. High-quality step increases were awarded to ROBERT WILLNER, chief, Current Intelligence Staff, Office of Intelligence Support; TERESA A. HUGHES, analyst, Office of Analysis for Africa; IGOR BELOUSOVITCH, analyst, Office of Analysis for the Soviet Union and Eastern Europe; KATHLEEN M. WALKER, secretary, Office of Analysis for the Soviet Union and Eastern Europe; PATRICIA A. JACKSON, secretary, Office of Politico-Military Analysis; and BONNIE J. MAXWELL, secretary, Office of Economic Analysis.

ERIC WILLENZ, chairman of the Europe and Global Research Group, Office of Long-Range Assessments and Research, spent May 21 at the Army War College, Carlisle, Pa., lecturing on current issues in the world Communist movement, and consulting with faculty members on questions of common interest. KENNETH ROBERTS, program officer in the same office, participated in the national security seminar sponsored by the U.S. Army War College, at Carlisle Barracks, Pa., June 2–6. LEWIS ALEXANDER, State's Georgrapher, attended the annual current strategy forum on the theme, "U.S. Naval Strategy for the 1980s" at the Naval War College, Newport, R.I., May 12–16. J. MILLARD BURR and ROBERT SMITH, of the same office, attended the intelligence and foreign policy course at the Foreign Service Institute, the week of June 6th. LEWIS G. SARRIS, special assistant for politico-military analysis, Office of Politico-Military Analysis, spoke to some 30 visiting political science students and faculty advisers from Hofstra University, on the organization of the Department and the bureau and on the role of intelligence in foreign policy.

For the Office of Analysis for the Soviet Union and Eastern Europe, MARTHA MAUTNER, deputy director, spoke to the Nebraska 4-H delegation on U.S. foreign policy and its making, June 10, in the Department. SIDNEY PLOSS, analyst, Soviet Internal Division, spoke on "Kremlinology and the New Soviet Threat," at the Kennan Institute for

Advanced Russian Studies, Washington, May 28. WAYNE LIMBERG, analyst, Soviet Foreign Political Division, lectured at American University's seminar on business and the federal Government, May 15. He also spoke to a detachment of the U.S. Army Reserves at Ft. Belvoir, Va., May 19, and lectured at the Foreign Service Institute on Soviets and the Mideast, May 29. H. JONATHAN BEMIS, analyst in the same division, spoke on U.S.-Soviet relations, at a youth leadership conference in Dover, Del., May 16. FRANK FOLDVARY analyst, East European Division, participated in a panel on Poland's economic problems, organized by the Polish Institute of Arts and Sciences in America, at American University, May 25.

TERENCE E. BYRNE, deputy director, Office of Economic Analysis, became acting director upon the retirement of DAVID H. COHN. RUSSELL O. PRICKETT, chief, Trade, Investment and Payments Division, is acting deputy director. RITA M. TAUBENFELD has assumed duties as Chief, Trade, Investment and Payments Division. For the Office of Analysis for Africa, ANN REID consulted with embassy officials at Addis Ababa, Mogadishu, Hargeisa, Berbera, Nairobi and London, May 18–June 14. GERALD FEIERSTEIN, analyst in the South Asia Division, Office of Analysis for the Near East and South Asia, participated in a panel discussion on "The Nepal Referendum: Tradition or Change?" at the Asia Society meeting in New York, June 9. DENNIS HOWLEY, analyst in the Near East Division, participated in the 18th international affairs symposium, U.S. Army Institute for Military Assistance, at Ft. Bragg, N.C., May 27–29. LARAINE CARTER, analyst in the same division, lectured on "The Saudi Military Trainee: His Customs, Manners and Social Usage," at Elgin Air Force Base, May 29. THEODORE H. KATTOUF, also an analyst in the Near East Division, gave a lecture to officers of the 24th Infantry Division at Ft. Stewart, Ga., May 22. IAN LUSTICK, Council on Foreign Relations fellow, gave a lecture on "Main Currents in Middle East Politics," at a seminar sponsored by the Council on Foreign Relations, in New York, June 10–11. He has written a book on "Arabs in the Jewish State: Israel's Control of the National Minority," published by the University of Texas Press in May.☐

International Narcotics Matters

Assistant Secretary MATHEA FALCO visited Bogota in May for a series of high-level consultations with Colombian officials. PRESIDENT TURBAY and several cabinet ministers met with Ms. Falco and chargé FRANK CRIGLER to discuss the planning and future framework of the Colombian antinarcotics initiative. Deputy assistant secretary JOSEPH H. LINNEMANN and program officer JOSEPH G. McLEAN traveled to Mexico City for the quarterly National Aeronautics and Space Administration review, held in conjunction with the government of Mexico. During their visit Mr. Linnemann and Mr. McLean participated in bilateral discussions with officials of the Mexican government involved in directing Mexico's poppy eradication program. The deputy director of the Office of Program Management, BRUCE A. FLATIN, joined a congressional delegation led by Rep. LESTER WOLFF (D.-N.Y.) for a two-week visit to Italy, the Vatican, Israel, Pakistan and India. Mr. Flatin participated in the discussions the delegation had with senior officials on matters pertaining to the international narcotics control program. The Burmese deputy minister of home and religious affairs (interior), U OHN KYI, and other Burmese officials consulted with Ms. Falco and other bureau officials the week of June 2 in furtherance of the Burmese narcotics interdiction program. The Burmese delegation was accompanied by deputy chief of mission GEORGE B. SHERRY.

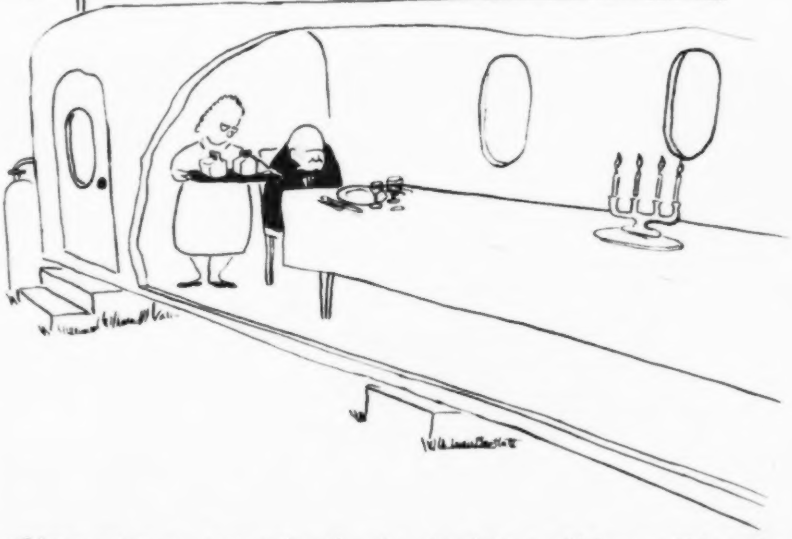
The bureau's aviation adviser JOHN A. McLAUGHLIN, visited Canada, May 26, for inspection and acceptance of aircraft for the government of Mexico's poppy eradication program. JOHN L. McGRUDER, program evaluation coordinator, visited Barbados, June 4-7, and Paris, June 15–18. In Barbados, Mr. McGruder met with embassy, United Kingdom and Barbadian officials to discuss training needs for both Barbados and the Caribbean region. Mr. McGruder also attended a meeting co-hosted by the UN Division of Narcotic Drugs and the International Criminal Police Organization, on providing instructor training for narcotics law enforcement officials. The deputy director of the Thai Department of Technical Cooperation and deputy directors of the Office of the Narcotics Control Board visited Washington as part of an overall planning and review process for the Thai narcotics interdiction and enforcement planning and review process. These supply and demand reduction programs, sponsored by the bureau, have proven successful in preventing heroin supplies from reaching the United States, the bureau said.

RUDY HALL, a bureau commodity officer, at the request of AID, consulted with the AID mission at Khartoum, Sudan, May 12-24. During the week of May 19, members of the bureau staff visited the Customs Bureau dog training center, at Front Royal, Va., and the Drug Enforcement Administration research and development laboratory facilities at McLean, Va., as part of the orientation program carried out by the bureau.☐

International Organization Affairs

RICHARD L. McCALL was sworn in June 10 as assistant secretary for international organization affairs. MARY ROSSIGNOLI will be serving as his secretary. DAVID L. STOTTLEMYER, from the Policy Management Staff, has been designated executive assistant.

Ambassador JOHN McDONALD lead the U.S. delegation to the first high-level meeting on technical cooperation among developing countries to follow-up on the 1978 Buenos Aires conference on that topic. The meeting



"I know you were once an ambassador, dear, but don't you think we could just relax and enjoy our Big Macs in front of the TV every now and then?" ☐

was in Geneva, May 28–June 2. Other members on the delegation from the bureau were BILL FAULKNER and FRANK BRECHER. Mr. McDonald also addressed the Cosmos Club on "Economic Development and the United Nations," on May 20. NEIL BOYER, director for health and narcotics, was a member of the U.S. delegation to the 84th meeting of the executive committee of the Pan-American Health Organization, June 23–28. Mr. Boyer spoke to staff members of the Pharmaceutical Manufacturers Association on June 17, and to a group of summer interns in the Department on June 18.

JOHN D. FOX, director, Office of Development and Humanitarian Programs, served as alternate representative to the 27th session of the UN Development Program governing council, in Geneva, June 2–30. JULIE A. NICKLES, Office of Development and Humanitarian Programs, was delegation secretary. LORRAINE W. POLIK, Office of Development and Humanitarian Programs, was an adviser at the second session of the Inter-Governmental Committee on Science and Technology for Development, in New York, May 22–June 4. R. TERRY MILLER, Office of International Economic Policy, was a member of the U.S. delegation to the international development strategy meeting in New York, June 2–20. FRANK S. LANCETTI, Science and Technology Directorate, was a delegate to the sixth conference of the International Organization of Legal Metrology, which met in the Department June 16–20. FRANCIS X. CUNNINGHAM, Science and Technology Directorate, was a delegate to the International Atomic Energy Agency board of governors meeting, in Vienna, June 17–20.

PEGGY STARK, from the Agriculture Directorate, has been selected as secretary to MICHAEL NEWLIN, deputy assistant secretary for political and multilateral affairs. HARRY PETREQUIN has been designated director of the Development Assistance Evaluation and Planning Staff. ANNE MEHU is serving as his secretary. KEVIN CARROLL has returned from the War College and has been designated deputy executive director of the bureau. PHILIP WILCOX, from the War College, has been designated deputy director for geographic affairs, in the Office of UN Political Affairs. STANLEY ESCUDERO, from the Office of UN Political Affairs, has begun his assignment as a congressional fellow. DOUGLAS McELHANEY, from the Office of the U.S. Ambassador to the United Nations, has replaced him. DAVID SCHIELE, from the Transportation and Communications Directorate, is at the Foreign Service Institute before departing for Geneva. ROBERT GEHRING, from the Agriculture Directorate, has been assigned to La Paz. RAYMOND WACH, from the Bureau of Personnel, has been assigned to the Labor Directorate. PAUL HOOPER, from the Office of the Deputy Director for Conference Administration has been assigned to Little Rock, Ark., as part of the so-called Pearson program. CAROL COLLOTON, from the Office of Multilateral Policy Coordination, is at the Foreign Service Institute prior to departing for Vienna. BARBARA HEMINGWAY has transferred from the Office of International Economic Policy to Management Operations. HARRY GLAZER has been reassigned from the Office of UN System Recruitment to the Development and Humanitarian Programs Directorate. JOHN SIMMONS of the Office of International Economic Policy has transferred to London. PATRICIA WOODRING, from the Office of the Deputy Director for Conference Programs, is at the Foreign Service Institute prior to departing for Brussels. MARTHA WRIGHT, from the Office of Multilateral Policy Coordination, has transferred to the Bureau for Refugee Programs. CLARE REYNOLDS has been assigned to the Office of UN Political Affairs.

The following summer employees were working in the bureau: RANDE SHERMAN, JOHANNA MISEY, SUSAN BURNS, SUZANNE COFFMAN, and CHERYL JACKSON. The following were serving as summer interns in the bureau: JEFFREY SHAFER, in the Transportation and Communications Directorate; JOYCE McMILLIN, in the Health and Narcotics Directorate; and STEVEN HERZOG, in the Development and Humanitarian Programs Directorate. ☐

Near Eastern and South Asian Affairs

On June 13, the bureau said farewell to retiring Ambassador RICHARD B. PARKER. Mr. Parker joined the Foreign Service in 1948 and spent the major part of his career in the Middle East. His final three assignments were as ambassador, first to Algeria in 1975, then Lebanon in 1977, finally to Morocco in October 1978. This was the second time in recent months that Ambassador Parker had been honored by the bureau and the Department. On September 19 he was presented the Distinguished Honor Award for his contributions to the conduct of U.S. policy for over 30 years. On the occasion of his retirement, he and his wife were feted by Under Secretary DAVID NEWSOM, Assistant Secretary HAROLD SAUNDERS and friends, at a reception in Mr. Saunders' office.

On June 20, the bureau held a retirement ceremony honoring Ambassador L. DOUGLAS HECK. Mr. Saunders presented the ambassador the Wilbur J. Carr award in recognition of the ambassador's leadership during a long Foreign Service career, particularly in South Asian affairs. Formerly Ambassador to Nepal and Niger, Mr. Heck also served in Nicosia, Tehran, India and Istanbul, as well as in the Department.

Deputy assistant secretary MICHAEL STERNER addressed the opening session of the Joint Executive Board meeting of the Egypt-U.S. Joint Business Council, at the Hyatt Regency Hotel in Chicago. Mr. Sterner spoke on the current status of the autonomy negotiations between Egypt and Israel. DAVID S. ROBINS, political-economic officer, Office of Egyptian Affairs, traveled to

KUWAIT—At awards ceremony recently were, *from left: Fidahussein Abdulkarim, Frank W. Skinner, Osama Raouf,* Ambassador *Francois M. Dickman, Constance J. Brown, Jimmy M. McCorkle, Stanley D. Wood, Adeeb Hamden,* and *William Hoffman,* administrative officer. ☐

NEW DELHI—*Dick Smith*, administrative counselor, performs Hindu rite of breaking coconut to ensure good beginning for new minicomputer center on ICA premises. From left: *Saraswathi Rajaram, Jay W. Gildner, Harold Cohen, Pawan Jaidka, Hugh Burleson. (ICA photo by R.N. Khanna)* ☐

Chicago to attend the May 28–29 council meeting. MICHELLE BOVA, commercial attache, Embassy Cairo, consulted in the Department following her attendance at the Joint Business Council's Chicago meeting. E. ALLAN WENDT, counselor for economic and commercial affairs, Embassy Cairo, consulted in the Department in mid-May. GEORGE B. LAMBRAKIS, director, Office of Regional Affairs, participated in a symposium on "Security Strategy for the 1980s," June 16–17, held under the auspices of the U.S. Army War College Strategy Studies Institute in Carlisle, Pa. Mr. Lambrakis also attended the Islam Fourteenth Centennial celebration, in Washington, June 12, and a conference on "The World of Islam: From Morocco to Indonesia," June 13-14, jointly sponsored by the Washington Center of the Asia Society, the Middle East Institute, the National Committee to Honor the Fourteenth Centennial of Islam, and the Johns Hopkins University School of Advanced International Studies.

New arrivals in the bureau included: MELINDA KIMBLE, development assistance coordinator, economic staff, replacing RUSSELL GRAHAM, assigned to Rabat; MARK WIZNITZER, country officer for Iraq, Office of Iraq, Jordan, Lebanon and Syrian Affairs, replacing MARY ANN CASEY, who has been assigned to Arabic language training at Tunis, and JUANITA HOLSENDORFF, bureau communications center. The bureau recently welcomed the following summer employees: CASSANDRA VENEY, Syracuse University; DONNA DARNELL, University of Maryland; DEBORAH MARLING, graduate of William and Mary; SUSAN BROYLES, Randolph Macon College; ROBIN HESSION, University of Maryland; DOUGLAS BONNER, graduate of Bucknell University; SYLVIA KEMP, graduate of Brown University; and student aide REGINA ARMSTRONG. The following ambassadors consulted recently in the bureau: ANGIER B. DUKE, Morocco; GEORGE LANE, Yemen; CHARLES E. MARTHINSEN, Qatar; PETER SUTHERLAND, Bahrain, NICHOLAS VELIOTES, Jordan; TALCOTT SEELYE, Syria. ☐

SINAI SUPPORT MISSION

C. WILLIAM KONTOS, director, departed on June 14 to assume his new position as ambassador to the Democratic Republic of the Sudan. LESLIE E. JACOBS, engineer, was on temporary duty at the field mission, June 11–20. BARRY KNAUF, associate director for contracts, was on temporary duty at the field mission, May 24-June 3. Two new liaison officers—LAURANCE STANLEY, from Bridgetown, and ERNEST J. FISCHER, from Paris—arrived at the field mission to begin their tours of duty. AL KLEINSMITH, new communications program officer, arrived at the field mission on May 31 to begin his tour of duty. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING attended the U.S.-Israel Binational Industrial Research and Development board of governors meeting, in Washington, on May 5. On May 9 Mr. Pickering spoke at Georgetown University on the occasion of Foreign Service Day. Mr. Pickering traveled to New York on May 30 to attend meetings in conjunction with the Intergovernmental Committee on Science and Technology for Development. The deputy assistant secretary for environment, health and natural resources, WILLIAM A. HAYNE, attended the first meeting of the Panama Canal Joint Commission on the Environment, in Panama City, May 26-30. WILLIAM MANSFIELD, Office of Environment and Health, served as staff officer to the U.S. commissioners. JAMES SARTORIUS, Office of Environment and Health, served as a member of the U.S. delegation to the third meeting of the Commission of the UN Centre for Human Settlements, in Mexico City, May 6-15. May 19-21, Dr. DONALD R. KING, director of the Office of Environment and Health, served as a member of the U.S. delegation to the Organization for Economic Cooperation and Development high-level meeting on chemicals, in Paris.

The deputy assistant secretary for oceans and fisheries affairs, MORRIS D. BUSBY, headed the U.S. delegation to the conference on Antarctic marine living resources, in Canberra, Australia, May 7-20. R. TUCKER SCULLY, director of the Office of Oceans and Polar Affairs, served as deputy head of the delegation. DAVID COLSON, Office of the Legal Adviser, and LINDA SHERMAN, Office of Oceans and Polar Affairs, also served on the delegation. The conference resulted in the conclusion of the convention on the conservation of Antarctic marine living resources, which has been a subject of negotiations among the consultative parties to the Antarctic Treaty over the past three years. JAMES A. STORER, director, Office of Fisheries Affairs, headed the U.S. delegation to the biennial meeting of the Food and Agriculture Organization Indo-Pacific Fisheries Commission, in Kyoto, Japan, May 21-30. While in the area, Dr. Storer also visited Manila and consulted with the staff of the International Center for Living Aquatic Resources Management.

JOHN P. BORIGHT, director of the Office of Nuclear Technology and Safeguards, participated in consultations on safeguards with the French and British in mid-June. Mr. Boright attended the International Atomic Energy Agency board of governors meeting, in Vienna, June 16-21. Dr. PHYLLIS N. WINDLE, a fellow of the American Association for the Advancement of Science, joined the staff of the Office of Environment and Health. She will be working in the area of coastal zones. IRENE DYBALSKI joined the staff of the Office of Environment and Health and will be working on environmental assessments. ARCH TURRENTINE, director, Office of Science and Technology Support, served as alternate U.S. representative to the second session of the UN Intergovernmental Committee on Science and Technology for Development, which met in New York, May 22-June 4. FRANK KINNELLY and DEE WRIGHT of the Office of Science and Technology Support also served on the delegation. □

Personnel

The Office of Civil Service Career Development and Assignments conducted a briefing for the Women's Action Organization on the Merit Promotion Program. It was held in the Department on June 16. The current program as well as the revised program were discussed. Approximately 45 people attended the session. □

Politico-Military Affairs

Office of the Director: Director REGINALD BARTHOLOMEW hosted a meeting of NATO's special consultative group, in Washington, June 16. Mr. Bartholomew also accompanied the Secretary to the Ankara NATO ministerial meeting, June 22-29. Deputy director JEROME KAHAN traveled to New York, where he served as the alternate U.S. representative for the UN ad hoc committee on the Indian Ocean, June 2-13.

Office of Security Assistance and Sales: Director JAMES FARBER attended the annual meeting of the U.S.-Yugoslav joint military committee, in Belgrade, June 18-23.

Office of Munitions Control: JOSEPH P. SMALDONE, formerly of the Bureau of Intelligence and Research's Office of Long Range Assessment and Research, joined the Office of Munitions Control, as chief of the Arms Licensing Division, May 19. ANDREW ANDRANOVICH retired effective June 27.

Office of International Security Operations: Director GEORGE T. CHURCHILL retired June 27. He has been succeeded by DAVID EVANS. MINNIE LIFSHITZ, secretary for the office director, retired June 27. Director DAVID EVANS attended briefings at

POLITICO-MILITARY AFFAIRS—The Theater Nuclear Forces Working Group wins a Superior Honor Award. From left: ***Bill Barnett, Marie Ann Frey, David Gompert, Mark Palmer, Lori Linde, A. Gregory Thielmann, April Abdulmalik, Delores Jones, Pauline Hawkins, Michael Lemmon, Leon Sigal, Richard Clarke.*** **Seated:** ***Olga Cammerland, Marie Meeks.*** □

Patrick Air Force Base and visited European commands, for general orientation and consultations. Deputy director **MARGUERITE COOPER KING** visited military bases in Spain and Europe, in preparation for the Spanish base negotiations. Commander **ROBERT G. BURKE** resigned from the Navy, June 30. His successor, Commander **PETER CRESSY**, reported for duty June 2.

Office of Disarmament and Arms Control: Director **MARK PALMER** headed an interagency team which visited a number of major European capitals, May 10–23, to discuss reports of the use of chemical weapons in Afghanistan, Laos and Kampuchea. Deputy director **STEVEN STEINER** visited Bonn, May 29–30, and Ottawa, June 4–5, for consultations on arms control with allied officials. Political-military officer **JAMES SCHUMAKER** participated in the June session of the UN ad hoc committee on the Indian Ocean.

Office of Nuclear Policy and Operations: Political-military officer **GREGG SUCHAN** traveled to Vienna and Geneva for consulations on the nonproliferation treaty review conference. **WARREN UTHE**, lieutenant colonel, U.S. Air Force, joined the staff under the State/Defense exchange program. He arrives from a year as faculty member at the Center for International Studies, University of Pittsburgh.

Office of System Analysis: Director **WILLIAM BARNETT** addressed students and staff members on political military issues, at West Point, May 12. Political officer **BRUCE W. MacDONALD** visited the missile test facilities at Vandenberg Air Force Base, Lompoc, Calif. He also addressed the students and faculty members on SALT II, at California State University, June 5.

Office of International Security Policy: Director **THOMAS McNAMARA** and political military officer **MICHAEL LEMMON** took part in the fourth meeting of NATO's special consultative group on arms control involving theater nuclear forces, June 16. Mr. Lemmon and **TERRY DEIBEL** participated in a series of annual foreign policy seminars sponsored by the National Endowment for the Humanities, at the Council on Foreign Relations, in New York, June 10–11. Mr. Deibel made a presentation on American security interests in the Third World. Deputy director **JAMES McNAUGHTON** and Mr. Deibel participated in a two-day symposium at the National Defense University, on trans-Pacific security issues of the 1980s, May 28–29.

Summer interns are West Point cadet **MICHAEL MEESE, JONATHAN SPAETH, JAMES WARLICK, DREW HARKER, LEHMANN LI, SUSAN RICHEY** and **MIRIAM NEET**. □

Public Affairs

On May 13 the Department sponsored a public session in New York, at the Hunter College School of Social Work auditorium, on preparations for the next review meeting of the Conference on Security and Cooperation in Europe, which begins on November 11 in Madrid. Over 100 representatives of non-governmental organizations interested in the conference attended the meeting. The program focused on overall U.S. policy toward the conference, the Madrid meeting, and human rights issues in the conference framework. **MAX KAMPELMAN**, cochairman of the U.S. delegation to Madrid, and **WARREN ZIMMERMANN**, a senior Foreign Service officer on the delegation, led the discussion. **HENDRIK WOODS**, chief of the Northern Division, Office of Public Programs, served as coordinator for the meeting. A similar session was held at the University of Pittsburgh, in Pittsburgh, May 14. This was the second in a series of six regional meetings sponsored by the Department in which Government officials hope to elicit opinions and exchange information on the issues to be discussed at the Madrid review meeting.

The Department sponsored two regional foreign policy conferences for Asian-Americans, at California State University, Dominguez Hills, Los Angeles, May 9, and the University of Washington, Seattle, May 10. **JOYCE YUTZEY** and **PENNY WILLIAMS** traveled to Los Angeles to advance the meeting, and **JOAN COLBERT** and **JUDY WENK** advanced the Seattle meeting. Department speakers included **JOHN BAKER, MICHAEL ARMACOST, JOHN BURROUGHS, ANTHONY ALBRECHT, CHARLES SALMON**, and **JOHN ADAMS**. About 250 representatives from the local Asian-American community attended each conference.

On June 4, former Assistant Secretary **HODDING CARTER III** received an honorary doctorate-of-law degree, from Stetson University, DeLand, Fla. **POPE A. DUNCAN**, president, and **FRED COOPER**, director of public relations at Stetson, traveled to Washington to make the presentation to Mr. Carter. The ceremony was attended by Assistant Secretry **PATT DERIAN, AMORY UNDERHILL**, a trustee of Stetson, and five Stetson alumni from the Washington area.

LYNN HACKING has been temporarily assigned as secretary to the assistant secretary. **MITCHELL STEWART** assumed duties as the budget and information systems officer for the bureau. **THOMAS C. BLEHA** was to assume duties as deputy director in the Office of Opinion Analysis and Plans. **CHERYL TUCKER** was to leave the bureau on June 27 to accept a position with the Language Services Division. **CLIFFORD ADLER**, summer intern, entered on duty in the Press Office on May 27. **DENISE GREENBAUM** resigned from the bureau on May 23. She has taken a job with private industry. **ANGELIA HORKEY** reported to the Press Office on June 16. She was reassigned from the Office of Civil Service Career Development and Assignments. **KENNETH BARRETT**, summer intern, entered on duty in the Historical Office on June 2. **REGINALD HOPSON**, summer intern, entered on duty in the Historical Office on May 19. **GREGORY DUNMORE**, summer intern, entered on duty in the Office of Public Programs on June 16. **SARAH WILLIAMS**, summer intern, entered on duty in the Office of Public Programs on June 9. **KATHLEEN KENNEDY** has joined the Special Projects Staff in the Office of Public Communication. She will devote a considerable portion of her time to staffing the Public Information Center in the C Street lobby. □

Refugee Programs

Ambassador **FRANK LOY**, director of the Bureau for Refugee Programs and deputy U.S. coordinator for refugee affairs, addressed the Commission on the Review of the Federal Impact Aid Program, on May 28. He spoke on June 4 before the Select Commission on Immigration and Refugee Policy concerning its proposals for dealing with long-range refugee issues. He also made a late-night appearance on the Larry King show, June 9 and, on June 11, spoke before the Afghan Relief Fund dinner.

DAVID SCIACCHITANO has joined the Kampuchean Working Group. **JERRY HOGANSEN** is now office director in charge of European affairs with the Bureau of Refugee Programs. **KARL BECK**, Somalia Working Group, has been on an extended tour of Africa. **SHEPARD C. LOWMAN** has been temporarily assigned to deal with the Cuban refugee crisis. He has had considerable travel to Eglin Air Force Base, Miami, and Fort Chaffee, Ark. **CARL HARRIS** has been temporarily assigned as refugee resettlement coordinator at Miami. **NICHOLAS G.W. THORNE** has been brought back from Manila to head the State Department task force which will be expected to take on increasing responsibilities in the Cuban program. **ART SCHOEPFER**, from Kuala Lumpur, is serving as refugee resettlement coordinator at Camp McCoy, Wisc. **GEORGE COSGROVE** has been assigned as refugee coordinator at the refugee office in Singapore, which also processes refugees from Indonesia. **MEL CHATMAN** has been designated refugee coordinator in Kuala Lumpur. **JOSEPH GETTIER** has been assigned as acting refugee coordinator in Manila. **JAMES SCHILL** has returned from Singapore to serve as chief of operations in the Office of Asian Programs. ■

Money quiz

Q—When can I cash in my U.S. savings bonds?

A—EE bonds may be redeemed at any time after six months from the issue date. □

—(Continued from inside front cover)

PANAMA, but PAN AM Airlines cancelled my flight.

I was almost transferred to THE NETHERLANDS, but my hAMSTER DAMaged my orders.

I was almost transferred to LESOTHO, but the nurse didn't receive MA SERUm in time.

I was almost transferred to GUINEA, but I couldn't CON A KRYpto clearance in time.

I was almost transferred to AUSTRALIA, but I CAN't BERR Another EA assignment.

Punningly yours,
KATHY HANSER

PS: Oops, one more: I was almost transferred to OTTAWA, but CAN A DAmn FSS-10 survive there on her meager salary? ☐

Who's sorry now?

VIENNA

DEAR SIR:

ebp doesn't seem to need any help, but I would like him to know that:

I was almost transferred to DUBLIN, but it turned out to be 'n EIRE.

So then I was almost transferred to AUSTRIA, but I wasn't sure WIEN I could get there.

I hope by now he isn't sorry he started the whole thing.

Sincerely,
HARRIET B. CURRY ☐

Sequel: sisters at State

WASHINGTON

DEAR SIR:

I enjoyed your article (NEWSLETTER, April) on sisters in the Department, and your follow-up letter from Joann Rice (NEWSLETTER, June). I, too, have a sister in the Department.

My sister Jennifer is with the Foreign Service at the consulate general in Rio de Janeiro. She has been with the Department five years, and I for six and a half years. I work on the Bolivia and Ecuador desks.

We are both Foreign Service brats. Our father retired several years ago (Ambassador Douglas Henderson), and our stepmother retired from the Africa bureau several years ago (Marion Henderson).

FOREIGN SERVICE SISTERS—*Lee Henderson* is on right and her sister *Jennifer* is on left. Their parents live today in Massachusetts. ☐

Sincerely,
LEE HENDERSON ☐

'Moderates' and 'racists'

WASHINGTON

DEAR SIR:

In response to the current debate over Foreign Service recruitment, it seems as if we're in an Alice in Wonderland situation in which those who advocate special treatment for some are deemed "moderate" and those who advocate equality labeled "racist." Since when is the desire for equally applied standards and non-bias in evaluation a "racist attitude"?

Past injustices to minority groups cannot be ractified by commiting injustices to others today. The Department is not well-served by accepting candidates of lesser ability. The Department's own regulations state: "Nondiscrimination. The religion, race, sex, marital status, color, creed . . . of a candidate will not be considered in designations, examinations, or certifications" (CFR 22 Part II Section II.II C).

Discrimination is discrimination any way you cut it, and the Department seems to be guilty of this in its current hiring practices. When one group or person is favored over another solely due to their race, nationality, or sex, this is unfair. Standards should be uniform, and the best candidate selected regardless of inheritance.

Anyone who advocates favoritism for one group over another is not fit to serve in the recruitment process (i.e., the Board of Examiners). Concerning the different views of Caroline Wiznitzer and Bernard Fennell as they appeared in past NEWSLETTERS (Letters to the editor, June and April), who *really* harbors racist attitudes?

Sincerely,
MAL ZERDEN
Consular Affairs ☐

Condemns 'racism' label

WASHINGTON

DEAR SIR:

Bernard Fennell's letter in your June issue grossly misrepresented my wife's complaint against the Department's recently-initiated policy of differential scoring. I would like to detail the manner in which this policy was executed to show that what has resulted is actually a negative or deceptive action program.

The Board of Examiners invited for further assessment those candidates who scored from 70 to 74 on the written examination, and who identified themselves as belonging to one of the minority groups eligible for participation in the affirmative action junior officer program. These candidates were not informed that they were participating in an affirmative action program. Instead, the Department led them to believe that they continued to compete with all candidates who scored a passing grade.

Exam passers affected negatively by the Department's new policy were not informed that their candidacy was discontinued on the basis of race-ethnic origin, or a new scoring system designed to promote affirmative action. The stated reason was the lack of available resources.

Minority candidates who did not fill out the "voluntary" self-identification section were not encouraged to present themselves to the Department to participate in the new program (for which they remain eligible).

The Board of Examiners did not institute a system to detect and disqualify candidates who falsely identified themselves as minority-group members on the written exam. It is thus conceivable that non-minority candidates who, for reasons of dishonesty, dissent or blunder, misrepresented their origins could be invited to join the Foreign Service under the new policy.

I sincerely hope that in his assignment as Department spokesman Mr. Fennell is more selective in his language and thoughtful in his comments than he was in his letter. While I do not expect him to champion the cause of the 1,700-plus examinees who are victimized by the Department's shabby treatment, his equation of our position with racism is defamatory. His conclusion that "the Wiznitzers of the Department" would not agree to any type of affirmative action program is groundless and incorrect.

Sincerely,
Mark L. Wiznitzer
Near Eastern and
South Asian Affairs ☐

FROM THE EDITOR: How about 'sh/im'?

A solution to the exasperating "he or she" problem might be at hand.

The problem is that, in these times, we writers and drafters at State can no longer use just the pronoun "he" when referring impersonally to Department employees. This is because our colleagues are both male and female.

So, to cover both possibilities, we've been writing—repetitiously—"he or she," "he or she," "he or she," *ad inifinitum*.

It's all been terribly boring, time-consuming and a waste of space.

Now, from Bill Ellis, writing in This Week in Lisbon, the newsletter of Embassy Lisbon, comes the possible solution. Mr. Ellis had this item in his column in a recent issue:

> You're sitting across the breakfast table from your spouse. You notice that s/he doesn't seem to make eye contact with you lately as much as s/he did in the past. Is this an important indicator that s/he may be depressed?

Mr. Ellis didn't answer the question in his column. But that doesn't matter. We're fascinated by his use of "s/he."

Could this be the answer?

"We don't know whether Mr. Ellis himself coined the term, but it was a new one to us. The Department of State Newsletter would like to start using "s/he" instead of "he or she." But first we'd like to hear from our readers.

What do *you* think? Also, does anyone have a solution to the "him or her" problem?

—The Editor ☐

On affirmative action

Washington

Dear Sir:

I would like to correct one point in Mr. Ricciardone's letter to the editor in the May issue. Both non-minority women and men who passed the 1979 written examination with scores between 70 and 74 were informed that it was unlikely that they would be invited for further assessment. The Department's affirmative action hiring program for FSR career candidates is for minorities only at the junior level, and minorities and women at the mid-level.

Sincerely yours,
Clint A. Lauderdale
Director, Office of Recruitment,
Examination and Employment ☐

Recognition for wives

Vienna

Dear Sir:

In your March issue, you devote half a dozen pages to "equal opportunity" and you make commendable efforts from time to time, I am sure, to advance women's roles in the Foreign Service. Isn't it time to rethink your attitude towards the columns on appointments, and to devote whatever lines are necessary to do justice to a former Foreign Service officer who has chosen to help an ambassador as only a wife can? I refer to Karlene Kneips, wife of Harry Bergold Jr. See page 14 (March). Even if her career had been in an entirely different field, give space to wives. The wife who refuses to accompany her husband to a foreign post and elects to continue her own career is becoming a bit too common.

In addition to giving women recognition in your pages, you should push for more women who happen to be wives to be used in the Service. A short course of training would make excellent officers in one or even several fields like visa and general services or, if not officers, then seconds-in-command.

Are we doing all we can to keep families together? I am aware that some posts are using wives successfully.

Sincerely yours,
Hannah G. Kaiser ☐

Let them drink wine

Reston, Va.

Dear Sir:

At the risk of getting myself into hot water, I wish to make an energy/time/cost-saving suggestion which, as some of my more astute readers may readily guess, owes some inspiration to a recent controversial GSA [General Services Administration] measure.

My suggestion is that *cold* water in sinks and drinking fountains in all U.S. Government buildings be cut off forthwith. There is no good reason why the average healthy Government employee should have to drink (water) or wash during the scant eight hours he/she spends at his/her place of employment. And if he/she does feel it necessary to do so, there appears to be no good reason why Uncle Sam should have to foot the bill for it.

I invite other readers to submit suggestions as to other ways to save water in Government buildings. For instance, is it necessary to have so many toilets and urinals, or that they should be flushed so often? (I image that most of my readers are privy to the fact that most of the men and women who made America great managed to do so without the help of these newfangled gadgets.)

Sincerely,
Donald S. Harris ☐

This is a riddle?

Washington

Dear Sir:

I had the opportunity this year, for the first time, to serve on a review panel for secretarial OERs. One peculiar similarity surfaced in almost every case where the secretary was commended for her skill, effectiveness and dedication, the very model of what the Department believes every Foreign Service secretary should be: they all wanted out of the secretarial field!

I leave it to my colleagues to interpret just what this means. Any takers?

Sincerely,
Sandra M. Buerle
Office of Israel and
Arab/Israel Affairs ☐

He was there

Cleveland, O.

Dear Sir:

The Newsletter (May, Page 69) raises a question which I can settle once and for all.

As a young officer in the Paris embassy, I was assigned by Ambassador Sharp to attend the service at Picpus Cemetery where Lafayette lay. Col. Stanton represented General Pershing on the occasion and, on behalf of the general, read a message ending with the resounding words: "Layfayette, we are here" *Lafayette nous voci*.

Even those present were stirred by the significance of what the colonel read on the general's behalf. As an aftermath, I read some years ago that Col. Stanton's original message had been sold by his heirs through a New York book dealer. I tried to acquire his notes for the State Department Diplomatic Room, but was too late.

Of those present on this occasion, I believe I am the sole survivor.

Sincerely,
R. Henry Norweb ☐

Wrong Harrison

Washington

Dear Sir:

Mr. Blachly's quiz (Newsletter, June) on U.S. Presidents had one error—the President serving the shortest length of time in office was William Henry Harrison. Benjamin Harrison is best known for being the "between" President, splitting Grover Cleveland's two terms, and for winning his single term while receiving a minority of the popular vote.

Sincerely,
Steven Halter
European Affairs ☐

It's undignafied!

Atherton, Calif.

Dear Sir:

I did think of writing you after I had read the April issue. I was a bit unhappy because of the incorrect date given in Question No. 10 of "Blachly's April quiz: Ships," on page 40. I was more unhappy when I spotted the word "dignataries" in the first sentence of the third paragraph on Page 52. I decided not to write, but now do so because I heard the word on a radio broadcast at breakfast this morning. Enough! Now you know I read the Newsletter from cover to cover.

Yours truly,
Samuel Sokobin
(FSO retired)
1914–1947 ☐

Kaiser is in Vienna

Washington

Dear Sir:

Reference is made to an inadvertent error in the caption to the photo on Page 25 of the April Newsletter. The picture shows the swearing in of U.S. Ambassador Philip M. Kaiser at the U.S. embassy in Budapest. The caption incorrectly designates him as "new U.S. envoy to Hungary." The fact, of course, is that Ambassador Kaiser, who had served in Hungary since 1977, was sworn in, while still in Budapest, as the new U.S. envoy to Austria.

The new U.S. envoy to Hungary, incidentally, is Ambassador Harry E. Bergold Jr. (Newsletter, March).

Sincerely,
Frank C. Foldvary
Bureau of Intelligence
and Research ☐

This Week In Tehran
PUBLISHED BY THE AMERICAN EMBASSY FOR MEMBERS OF THE AMERICAN MISSION IN IRAN

Not forgotten

London

Dear Sir:

Your article in the May issue does not, I am sorry to note, make mention of one embassy newsletter whose publication has been temporarily suspended. I enclose a copy of the last issue of the TWIT [This Week in Tehran].

Sincerely,
Andrew Grossman
Economic officer ■

OBITUARIES

Ambassador (Ret.) Thorsten V. Kalijarvi, 82, ambassador to El Salvador, 1957-61, died on June 5 of heart complications, following surgery at Mt. Vernon Hospital. Mr. Kalijarvi was deputy assistant secretary for economic affairs, 1953-57, and assistant secretary for economic affairs, 1957. Retiring in 1961, he continued to work in the Department as a consultant. He was director of the Ambassador's Conference in 1963.

Mr. Kalijarvi

Born in Massachusetts, Mr. Kalijarvi received a bachelor's and master's from Clark University. He was a Carnegie Endowment fellow at Harvard University, 1920-22. After attending the Hague Academy of International Law and the Geneva School of International Studies, he earned a Ph.D. at the University of Berlin, in 1935.

Mr. Kalijarvi, associated with the University of New Hampshire for over 20 years, was a language instructor, 1923; head of the department of political science, 1927; and professor of government, 1939-45. He was also executive director of the New Hampshire State Planning and Development Commission, 1942-47, and a member of the New England Interstate Flood Control Commission, 1946. From 1947 until 1968, Mr. Kalijarvi was on the faculties of several universities, including American, Pennsylvania State, Johns Hopkins and Cape Cod Community College. In 1947, he became a European affairs analyst for the Library of Congress, and was a staff associate and consultant for the Senate Foreign Relations Committee, 1947-53.

Mr. Kalijarvi served on the Development Committee and the International Committee for the U.S. Chamber of Commerce, 1964-71. In 1977, he was on the Atlantic Council. The author of several books, he was a fellow of the American Academy of Sciences and the American Association for the Advancement of Science. He belonged to the American Legion, Phi Kappa Phi, the Harvard Club and the Cosmos Club. Survivors include his wife, one daughter, one sister and one granddaughter. □

Douglas N. Batson, 62, former deputy assistant secretary for educational and cultural affairs, died on June 13. Born in Missouri, he earned a bachelor's at Johns Hopkins University in 1939. He was in the Army, 1941-50, and served as a major overseas. His first Department assignment was in 1950 as a foreign affairs specialist. He was chief of the Leaders Specialist Branch of the International Educational Exchange Service, and also chief of the Cultural Presentations Staff.

In 1957, after a one-year detail to the National War College, he was transferred to Bangkok, and served as counselor and political officer. He was appointed deputy chief of mission and counselor in Monrovia in 1962, and served as Department consultant to the Policy Planning Council in 1964. Later that year, Mr. Batson became director of the Multilateral Policy Planning Staff for the Bureau of Educational and Cultural Affairs. He also served as director of multilateral special activities before his appointment as deputy assistant secretary in 1966. He retired in 1969. He leaves a brother, Richard T., of Santa Rosa, Calif. □

Wharton D. Hubbard, 58, a retired Foreign Service officer whose last assignment was with the former Bureau of Educational and Cultural Affairs, died on May 25. For four years, Mr. Hubbard was a Civil Service clerk in the Department, and then became a foreign affairs analyst in 1950. Converting to the Foreign Service in 1951, his first post was Hanoi, followed by Rome, Tangier and New Delhi. In 1959, he was assigned to the Department. Mr. Hubbard served in Istanbul from 1963 until 1967, when he returned to Washington. After a detail with the Department of Defense, be became deputy director of the Office of Near Eastern and South Asian Programs, in the educational and cultural bureau. He retired in 1975. Mr. Hubbard was a graduate of Harvard University and served in the Merchant Marine, 1943-44. Survivors include his wife, of 65 Boston Street, Guilford, Conn. 06437. □

William Garland Richardson, 75, who retired in 1965 after serving as consul general in Paramaribo, died on May 19. Born in Virginia, he earned a bachelor's from the University of Richmond, and a master's from the University of Virginia. He also attended the University of Frankfurt and the University of Marburg in Germany.

Mr. Richardson was a textbook salesman in the late '20s, and was then an auditor for a firm in Brazil, 1930-32. Joining the Foreign Service in 1935, he was vice consul in Tokyo, where he returned in 1952 as first secretary and consular officer, and in 1960 as consul general. Mr. Richardson served as consular officer in Nagoya, Dairen and Sao Paulo during the early years of his career. In Manila, he was second secretary and consular officer. After an assignment to St. John's N.F. as consular officer, he was transferred to Monrovia in 1949 as first secretary and consular officer.

In 1955, Mr. Richardson returned to the Department and served as a personnel officer until 1957, when he was appointed consular officer in Munich. Survivors include his wife, of 99 William Street, Geneva, N.Y. 14456. □

Marcia Martin Moore, 59, a retired Foreign Service officer, died June 2 in Sarasota, Fla. She was born in Minneapolis and graduated from the University of Minnesota. Joining the Foreign Service in 1946, she served as consular officer in Guatemala, Japan, Italy, and as personnel officer in Vietnam and England. Her last overseas assignment was in Kenya as administrative officer before retiring in 1974. Survivors include her husband, Brockman M. Moore, of 55 Pharr Road N.W., Apt. 204-C, Atlanta, Ga. 30305. ☐

George F. Wilson, 67 a retired Foreign Service officer whose last assignment was to Windsor in 1962, as consul general, died on June 1. He worked as an assistant credit manager and an administrative assistant before joining the Department in 1953. After a brief assignment with the Bureau of Security and Consular Affairs, he was appointed director of the Office of Personnel. He served as assistant controller for personnel, and was deputy assistant secretary for personnel, 1954–56. Converting to the Foreign Service, he served in Bangkok for two years, and was assigned to Antwerp in 1958 as consul general. He retired in 1962.

Mr. Wilson, a native of Michigan, earned two bachelor's degrees from the University of Arizona. During the War, he served overseas as a colonel with the Army. Survivors include his wife, of 580 South Xenon Court, Lakewood, Colo. 80228. ☐

Robert C. Johnson Jr., 70, who retired in 1964 after serving as commercial attache in Taipei, died on March 14. Born in New Jersey, he attended Wesleyan University, 1928–32, and then worked in private industry for the next nine years. During the early '40's, he was a construction foreman with the U.S. Army Engineers in Trinidad. Mr. Johnson joined the Foreign Service in 1945 and served as vice consul in Lagos, Montreal and Salvador. Returning to the Department in 1953, he was a personnel officer until 1955, when he was appointed consular officer in Nagoya. He was assigned to the Department, 1959–62. Survivors include his wife, of P.O. Box 194, Scarborough, Tobago, Wisc. ☐

(From the Foreign Service Medical Bulletin)

Dr. James A. Bassett, a former contract physician who cared for many Foreign Service families, died of a cerebral embolus in a hospital in England on April 3. Dr. Bassett, a British subject, went to East Pakistan, now Bangladesh, in early 1950 as a contract physician of the Kumudini Trust. The Trust, founded by a Hindu philanthropist, operated a 1,000-bed hospital located in Mirzapur, some 60 miles north of Dacca.

Some years later he established a private practice in Dacca, specializing in internal medicine. Dr. Bassett was an inveterate golfer, enjoyed his flower garden, and served the Bengali, foreign and diplomatic community as a physician of distinction until the late 1970s, when he returned to England because of ill health. Correspondence may be directed to Miss D. G. Torrance, 11 Homington Court, Albany Park Road, Kingston-upon-Thames, Surrey, England.☐

Charles H. Stephan, 87, who served in the Foreign Service for 41 years before his retirement in 1957, died on December 6. After attending Columbia University and working as a clerk at the War Department headquarters in Manila, and in a law office, he began his career with State in 1916, as special assistant for war prisoner relief work in the American consulate at Vladivostok. He later was assigned to Peking. He then served as vice consul at Vladivostok, Harbin, Dairen, Seoul, Nagoya, Tokyo, Manila and Windsor, Canada, until December 1946, when he was assigned as consul at Windsor.

Mr. Stephan later was consul at Fort William and Port Arthur, 1947–48; Yokohama, 1948–51; and Vancouver, 1954–57. He retired in 1957. He made his home in Vancouver. He leaves a daughter, Martha Stephan Elliott, of 5334 9th Ave. N.E., Seattle, Wash. 98105, a son and 10 grandchildren. ☐

Clara L. Benson, 66, a former Civil Service personnel officer, died at Georgetown Hospital on April 15. Mrs. Benson was born in Illinois.

Ms. Benson

During the '40s she worked for the wartime Office of Emergency Management, and then the Office of Defense Transportation. In 1946, she joined the Department and was assigned to the Division of Personnel. Mrs. Benson continued with personnel and placement work until she retired in 1972, while assigned to the Office of Personnel.

She leaves her husband, Emmett T. Benson, and her mother, Rose T. McCarty, both of 2517 Eye St. N.W., Washington, D.C. ■

WARSAW—Ambassador *William E. Schaufele Jr.* lays a wreath in commemoration of 36th anniversary of Warsaw ghetto uprising. From right are assistant information officer *Arthur Skop*, deputy chief of mission *Nicholas G. Andrews*, *Mr.* and *Mrs. Schaufele*, assistant political officer *Bernard Oppel*, warrant officer *James Johnson* and defense attache *Alvin Meredith*. *(Photo by Ryszard Dutkiewicz)* ☐

LIBRARY BOOKLIST

Selected recent books

The following list of current publications, of interest to the foreign affairs community, was compiled by the Library of the Department.

General

COUSINS, Norman. *Anatomy of an illness as perceived by the patient: reflections on healing and regeneration.* New York, Norton, 1979. 173 p. $9.95

DRUCKER, Peter F. *Managing in turbulent times.* New York, Harper, 1980. 241p. $9.95

FRIEDMAN, Milton and Rose. *Free to choose: a personal statement.* New York, Harcourt Brace Jovanovich, 1980. 338p. $9.95 (The virtues of a market economy.)

HEILBRONER, Robert L. *Marxism: for and against.* New York, Norton, 1980. 86p. $9.95

MAYER, Martin. *The fate of the dollar.* New York, Times Books, 1980. 376p. $15.00

NISBET, Robert. *History of the idea of progress.* New York, Basic, 1980. 370p. $16.95

Pablo Picasso: a retrospective. New York Graphic Society, 1980. 464p. $45.00

(The catalog for the Museum of Modern Art's 1980 exhibition.)

SENNETT, Richard. *Authority.* New York, Knopf, 1980. 206p. $10.00

(Survey of the modern forms of authority and how to come to terms with them.)

THUROW, Lester C. *The zero-sum society.* New York, Basic, 1980. 230p. $12.95

(An inspection of the U.S. economy based on the notion of zero-sum games in which losses and gains cancel out.)

TOFFLER, Alvin. *The third wave.* New York, Morrow, 1980. 544p. $14.95

(Life and technology of the future.)

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BAKER, Howard. *No margin for error: America in the eighties.* New York, Times Books, 1980. 246p. $11.95

(By the senator from Tennessee.)

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(About the senator's "Golden Fleece" awards for alleged waste of Government funds.)

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(A journalist's view of the decade.)

VOGELGESANG, Sandy. *American dream, global nightmare: the dilemma of U.S. human rights policy.* New York, Norton, 1980. 266p. $13.95

Area studies

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COHEN, Stephen F., et al., eds. *The Soviet Union since Stalin.* Bloomington, Indiana Univ. Press, 1980. 342p. $22.50

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(Postwar Germany's economic success.)

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(About the bombing death of Orland Letelier.)

ENNES, James M., Jr. *Assault on the Liberty the true story of the Israeli attack on a American intelligence ship.* New York Random House, 1979. 299p. $12.95

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NIXON, Richard. *The real war.* New York Warner, 1980. 341p. $12.50

(An appeal for total U.S. economic political and military mobilization agains the Soviet Union.)

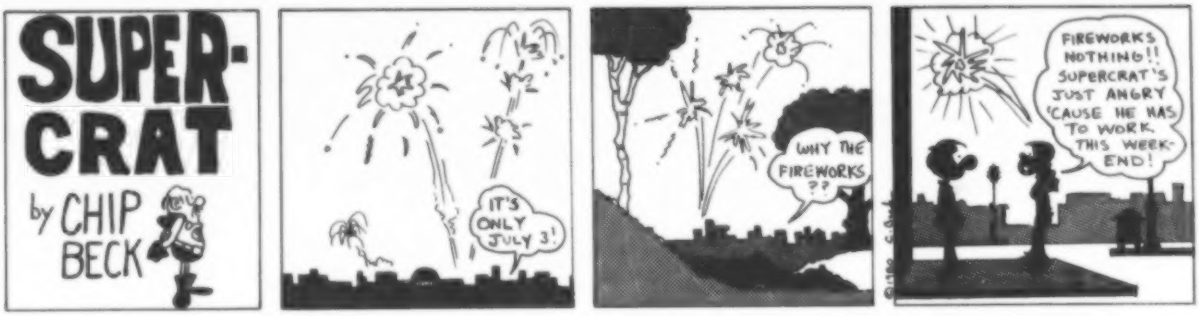
North-south: a program for survival: the report of the Independent Commission on International Development Issues. Cambridge Mass., MIT Press, 1980. 304p. $4.9 (paper)

(The Brandt Commission report.)

SALT Handbook: Key documents and issues 1972–1979. Washington, D.C., America Enterprise Institute, 1979. 736p. $10.75

WILLIAMS, Robert C. *Russian art and American money: 1900–1940.* Cambridge, Mass. Harvard, 1980. 309p. $17.50

(How the Romanov treasures became th property of American millionaires.) ■


SUPER-CRAT
by CHIP BECK
IT'S ONLY JULY 3!
WHY THE FIREWORKS ??
FIREWORKS NOTHING!! SUPERCRAT'S JUST ANGRY 'CAUSE HE HAS TO WORK THIS WEEK-END!
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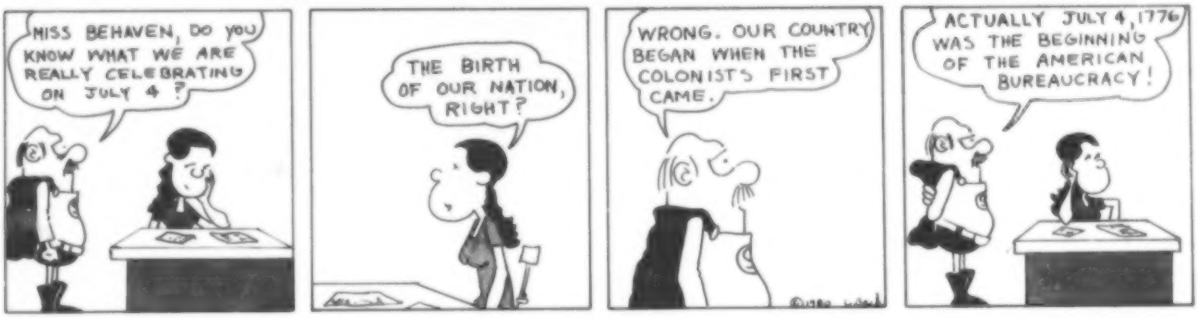
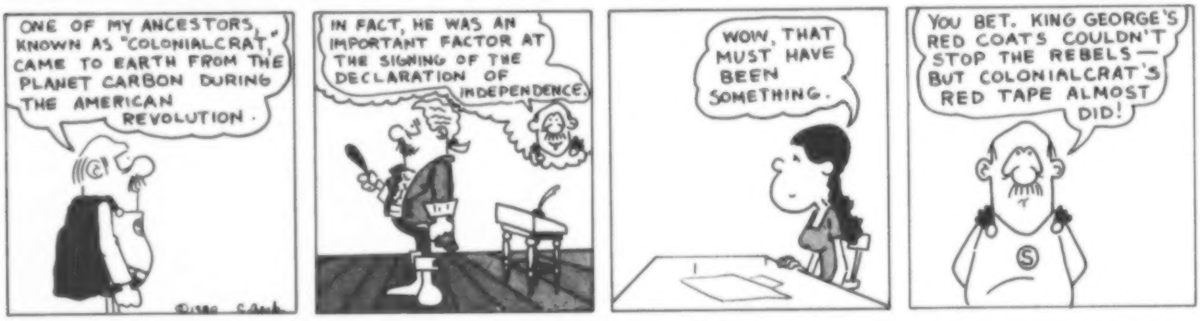
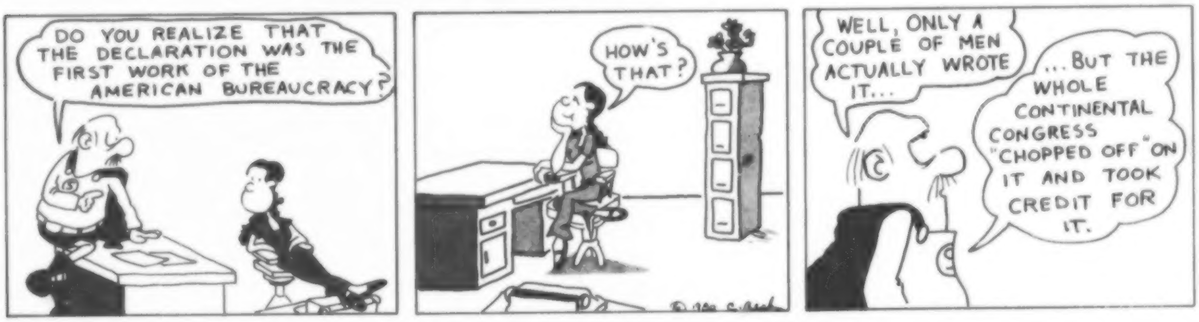
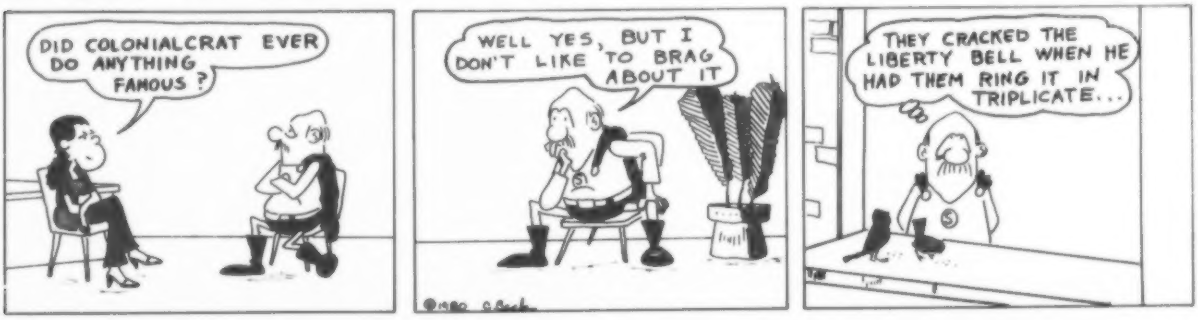

MISS BEHAVEN, DO YOU KNOW WHAT WE ARE REALLY CELEBRATING ON JULY 4 ?
THE BIRTH OF OUR NATION, RIGHT?
WRONG. OUR COUNTRY BEGAN WHEN THE COLONISTS FIRST CAME.
ACTUALLY JULY 4, 1776 WAS THE BEGINNING OF THE AMERICAN BUREAUCRACY!
©1980 C.Beck


ONE OF MY ANCESTORS, KNOWN AS "COLONIALCRAT," CAME TO EARTH FROM THE PLANET CARBON DURING THE AMERICAN REVOLUTION.
IN FACT, HE WAS AN IMPORTANT FACTOR AT THE SIGNING OF THE DECLARATION OF INDEPENDENCE.
WOW, THAT MUST HAVE BEEN SOMETHING.
YOU BET. KING GEORGE'S RED COATS COULDN'T STOP THE REBELS— BUT COLONIALCRAT'S RED TAPE ALMOST DID!
©1980 C.Beck


DO YOU REALIZE THAT THE DECLARATION WAS THE FIRST WORK OF THE AMERICAN BUREAUCRACY?
HOW'S THAT?
WELL, ONLY A COUPLE OF MEN ACTUALLY WROTE IT...
...BUT THE WHOLE CONTINENTAL CONGRESS "CHOPPED OFF" ON IT AND TOOK CREDIT FOR IT.
©1980 C.Beck


DID COLONIALCRAT EVER DO ANYTHING FAMOUS ?
WELL YES, BUT I DON'T LIKE TO BRAG ABOUT IT
THEY CRACKED THE LIBERTY BELL WHEN HE HAD THEM RING IT IN TRIPLICATE...
©1980 C.Beck

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WASHINGTON, D.C. 20520

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Department of State NEWSLETTER

AUGUST-SEPTEMBER 1980 • NO. 226

S 1.118.

LETTERS TO THE EDITOR

On being single

BEIJING

DEAR SIR:

I wish to applaud Anthony Leggio's letter to the editor in the June issue, regarding the injustices suffered by Foreign Service singles. I applaud because I've been seething over the weight-allowance discrimination for quite some time. While he continues that campaign, I'd like to offer for discussion another problem single secretaries are encountering—assignments.

While visiting at a nearby post recently I learned that at least one Foreign Service *career* secretary's slot was being filled by a wife and removed from the so-called open assignments list. Two years ago I saw three secretarial positions posted for another choice post; by the time the next microfiche appeared they had disappeared completely; on inquiring later in the Department, I was told by placement personnel that they had probably been withdrawn for assignment to working couples, a fairly common practice. I was told most emphatically not to request another European post after West Berlin, yet a working couple in Berlin went on to Oslo.

The other side of the coin: the Foreign Service is in great need of more secretaries, and in many posts (like Beijing), wives are an essential part of the workforce. And of course it is cheaper to send a working couple abroad than singles or couples with only one working person. Nonetheless, I cannot help but be upset when I see career positions in good posts being yanked for a wife who wants to work, or for a difficult-to-place working couple. It unfortunately appears this trend is increasing.

Do the singles of the Foreign Service have to apply for "minority status" to qualify for equal treatment? Not preferential, mind you, just equal. The open assignments list is increasingly closed to us until others have had their pick, or so it appears from my increasingly jaundiced viewpoint.

Sincerely,
MISS GERI BENDER ☐

Husband-wife assignments

PANAMA

DEAR SIR:

The article on Foreign Service families (NEWSLETTER, May) revealed a surprising separatist policy on assignments. The concern with families and their problems as expressed by the creation of the Family Liason Office seems to have been lost in a rush of bureaucratic inflexibility. The following article appeared in the Miami Herald on May 23. Perhaps there is a message?

"Peking—(AP)—More than 4,500 married men and women separated by their work assignments in North China, will be reunited as a result of work transfers, The Peoples' Daily Reports."

Ending such separations will help raise the enthusiasm of the couples and provide *unity* and stability needed for the governments' modernization, the paper said.

Sincerely,
PAUL A. GOFF, M.D. ☐

Either . . . or

WASHINGTON

DEAR SIR:

Is the Department still encouraging employee suggestions? If so, I propose that suggestion forms be placed in the containers now hanging empty and idly on corridor walls. If the program has died a natural death, the containers should be removed and given a decent burial.

Sincerely,
JAMES H. BAHTI ☐

He, she and 'heesh'

WASHINGTON

DEAR SIR:

Your suggestion that s/he be used as an indefinite-gender pronoun is, alas, a rediscovery of the square wheel. Back in the early '50s we amateur journalists were confronted with the problem of "colleagues both male and female" too, since at that time this hobby—previously predominantly male—was discovered by a number of ladies whose work made the rest of us sit up and take notice.

It turned out in practice that "s/he" has too close a resemblance to "she" for quick and sure distinction. . . Instead, we wound up developing a complete inflection of portmanteau-words that would have delighted Lewis Carroll:

Case	Masc.	Fem.	Indefinite
Nominative	He	She	Heesh
Genitive	His	Her	Hiser
Dative	Him	Her	Himer
Accusative	Him	Her	Himer

—*(Continued on Page 81)*

TRANSFER TREMORS . . . . by ebp

I was almost transferred to TAIPEI, so I decided to TAIWAN on.

I was almost transferred to MANAMA, but BAH, RAINy places are more to my liking.

I was almost transferred to MUSCAT, but O-MAN, what a choice! ☐

Department of State
NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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Department of State
NEWSLETTER

THE COVER—Consular officer Richard Queen is greeted by Secretary Muskie as he arrives at Andrews Air Force Base after eight months of captivity in Iran. Mr. Queen was one of 53 Americans taken hostage on November 4 at the American embassy in Tehran. *(Photo by David Humphrey, Visual Services)* ☐

MIDDLE EAST REPORT

One American hostage is freed

Richard Queen returns from Iran

HUNDREDS of Department employees crowded into the Diplomatic Lobby to greet Foreign Service officer Richard Queen, one of the 53 American hostages in Iran, upon his return to the nation's capital after his eight-month ordeal in Tehran. Secretary Muskie headed the welcoming committee at Andrews Air Force Base on July 18. Mr. Queen, freed by Iranian authorities after suffering a neurological condition known as multiple sclerosis, said: "I just wish there were 52 more with me."

He received a hero's welcome from colleagues in the C Street lobby. He also spoke to a news conference in the Loy Henderson Room and met with President Carter in the White House. He underwent tests at Georgetown University Hospital. Since his return, Mr. Queen has been resting in his home state of Maine and meeting with the families of the hostages in Washington and San Francisco. *(Photos by David M. Humphrey, Visual Services)* ☐

WELCOME HOME
MES

Employees jam the C Street balcony to cheer Mr. Queen. ☐

Awaiting Mr. Queen's arrival at Andrews Air Force Base are, from left: his brother, *Alex Queen; Secretary Muskie; Louisa Kennedy*, representing families of the hostages; Deputy Secretary *Warren Christopher;* Under Secretary *David D. Newsom;* Assistant Secretaries *Barbara M. Watson* and *Harold H. Saunders;* Dr. *Eben H. Dustin*. ☐

Mr. Queen as he enters the Department building. ☐

President Carter, in the Oval Office, welcomes *Mr. Queen*, left, and his parents, Mr. and Mrs. *Harold Queen*. *(White House photo by Mary E. Dailey)* ■

NEWS HIGHLIGHTS

'Diplomatic Reciprocity Act' is introduced in Senate

It's a 'do unto others. . .' bill relating to diplomatic missions

Senator Frank Church (D.-Id.), chairman of the Foreign Relations Committee, has put into the hopper a bill (S. 2866) known as the Diplomatic Reciprocity Act, which is of interest to U.S. Foreign Service employees serving overseas. Mr. Church's remarks explaining this bill are reproduced herewith from the Congressional Record:

The Diplomatic Reciprocity Act is designed to provide the means to remedy a serious and growing imbalance between the treatment accorded in many countries to official missions of the United States abroad, and that made available to foreign government missions in the United States. At present the Department of State lacks authority compared to that enjoyed by many other governments to enforce reciprocity in an appropriate manner.

Senator Church

In an increasing number of countries, for example, the United States is denied suitable locations for our missions or long-term rights to property or facilities, often resulting in diminished security, excessive or discriminatory costs, or inadequate facilities which significantly reduce the effectiveness of our missions. For example:

In the Soviet Union and East European countries, the USG is barred from purchasing office and residential properties and is required to obtain all facilities through government controlled sources. In many cases these are either inadequate, excessively costly, or both, or denied arbitrarily. However, in the United States, these governments are allowed to purchase both types of property in Washington, D.C. All own either office or residential space.

Venezuela will not allow the Department to purchase staff housing units in the capital city, which imposes difficulties on the functioning of the mission, but the Venezuelans are purchasing housing in the Greater Washington metropolitan area for official purposes.

Kuwait, Bahrain, and the **United Arab Emirates** will not allow the United States to purchase badly needed staff housing sites which would allow residential construction and elimination of exhorbitant short-term lease charges. Yet these same governments own residential units in our capital area. For example, in **Doha, Qatar** it costs the U.S. Government $33,000 per year to lease living quarters for a single secretary.

In Indonesia, the Government has determined that the U.S. Government may no longer own more than 20 properties and is now in the process of converting these to long-term leaseholds. The new groundrents will be considerable. Indonesia is free to buy, lease, and sell in the United States.

In Algeria, a prior expropriation of U.S. property remains unresolved. Our present facilities are very inadequate and our efforts to secure long-term office and residential properties have met with negative results.

Our Embassies in the **Soviet Union, East European** and other countries with State directed economies are required to deal through service organizations within the Ministries of Foreign Affairs for practically all administrative support and services, this is housing, maintenance, utilities, employees, tickets for cultural and athletic performances, travel, et cetera. These organizations often impose a substantial surcharge for often unnecessary or unwanted "services." The total cost to the U.S. Government and its employees amounts to hundreds of thousands of dollars annually.

For example, the **Soviets** charge diplomatic personnel but not tourists a "fee" (equal to one night's lodging) for holding a hotel reservation. Thus, a traveler is required to pay for one extra day of lodging regardless of the amount of time the room was occupied.

In many areas of the world, both the U.S. Government and its employees encounter serious inequities regarding the import or export of privately owned vehicles and other personal effects. Employees of these governments' foreign missions in the United States do not face these same restrictions; problems exist, for example, in **Mexico, Venezuela, Singapore, Guatemala,** and at many Embassies in the Near East.

At the same time, missions of those same countries are allowed in the United States to acquire property and goods freely or obtain benefits or public services, often without limitation. The U.S. Government and its personnel are often confronted by serious inequities concerning the payment of taxes on goods and services obtained in the host country. For example, in **Chile** and **Malta** the Embassy is not exempt from the payment of a gasoline tax of 48 cents and 25 cents per gallon, respectively. In **Yugoslavia** the Embassy is required to pay a 27.5-percent tax on heating oil.

A number of countries also require a transaction tax on certain construction materials. An example is **Portugal** where the imposition of this tax may greatly increase the cost of the new Embassy being constructed in Lisbon. In **New Delhi,** all Embassy administrative and support staff and specialized staff such as Library of Congress personnel do not receive duty-free import privileges and are not exempt from customs inspection and imposition of certain taxes, despite their performance of official functions for the United States.

In most cases, the Department lacks authority to impose similar restrictions or conditions on other countries in the United States. Instead it can only take far more extreme action such as barring the country concerned from using property it may acquire or declaring some persons persona non grata. These remedies are not suitable for such situations and are therefore rarely used.

This bill would remedy this situation by providing the Secretary with additional authority and means to enforce reciprocity in a manner appropriate to the issue at hand—to "make the punishment fit the crime."

The bill accomplishes this by authorizing the Secretary to provide or assist in the provision of services or benefits to a foreign mission and its personnel including: the acquisition of property by purchase or lease; construction; public agency services such as customs and utilities; supplies; travel, maintenance and protective services at the request of a foreign mission or if directed by the Secretary on the basis of reciprocity.

This bill would also resolve, as a necessary part of any reciprocity legislation, the question of the Federal interest in—and jurisdiction over—the location of foreign missions in the capital city. Actions by city authorities over the last several years which have made the location of facilities for foreign governments excessively difficult, have caused increasing concern to the State Department and other Federal agencies involved in the Congress, and finally led to the adoption in December 1979 of a concurrent House and Senate resolution of disapproval of action by the District of Columbia regarding chanceries in the Capital.

This bill would place authority to determine locations of foreign missions in the National Capital Planning Commission, which already has authority by statute to plan for the location of foreign government chanceries; it will provide a one Commission public hearing process; and will insure that the Federal interest will be reflected in the decisional process. (It should be noted that both the mayor and the city council have representatives on the Commission, as do the House and Senate District Committees; the Federal agencies have three representatives, and the remaining members are public members.) The bill provides for the establishment of a Government Corporation to assist in the implementation of the act. The Corporation would be self-financing.

The Department of State would continue to perform its normal functions with respect to the interests of foreign governments in the United States. The proposed Corporation would, under the direction of the Secretary of State, perform support functions which are not generally performed by an agency of Government and for which the Department would not appropriately be staffed.

The establishment of such a Government Corporation, fully under the control of the Secretary of State, builds on the successful experience of other countries. It permits the flexibility essential to the changing requirements of reciprocity. Hopefully passage of this legislation will result in improved reciprocity and fewer unreasonable restraints on Government missions. I urge my colleagues to support this legislation. ☐

BROOM-HILDA SAYS-
YOU'RE NEVER TOO FAR AWAY
RUSSELL MYERS
© 1979 by Chicago Tribune-N.Y. News Synd. Inc. All Rights Reserved
TO VOTE ABSENTEE!!

There could still be time for you to register as a voter in the November presidential election, and to cast an absentee ballot if you're serving overseas. The Bureau of Consular Affairs, which is coordinating voting activities, suggests that Foreign Service employees check with their consular officer at post and, if it's needed, obtain a "Federal Post Card Application for Absentee Ballot." In many states, this will be accepted as an application both for registration and for the ballot itself.

You will have to register to vote in the state where you were last domiciled prior to departing the United States. The District of Columbia would not be considered your "last domicile" if you had resided there only temporarily. Dependents who reach voting age without ever having established a residence in the United States might try to send the postcard application to election authorities in the state where their parents are domiciled for voting purposes. ☐

Global report is discussed by, from left, *Thomas R. Pickering*, assistant secretary, oceans and international environmental and scientific affairs; *Secretary Muskie; Gus Speth*, chairman, Council on Environmental Quality; and *Gerald O. Barney*, study director. *(Photo by Robert E. Kaiser, Visual Services)* ☐

Foreign Service Act: scene shifts to U.S. Senate

The proposed new Foreign Service Act has won the approval of the Senate Foreign Relations Committee, and it was awaiting scheduling for action on the Senate floor as the NEWSLETTER went to press. On the House side, the bill appeared on the calendar several times, only to be delayed because the House is according priority to essential appropriations bills that have not yet been approved. Administration officials said the odds are reasonably good that legislative action would be completed on the Foreign Service bill during this session of Congress. ☐

Muskie stresses global report

Secretary Muskie has called on U.S. ambassadors to bring a comprehensive study—on future changes in the world's population, natural resources and environment—to the attention of "key government officials in your country and to seek their reactions and comments." The study is "Global Report to the President: Entering the Twenty-first Century." It was prepared by the Department and the Council on Environmental Quality, at the request of President Carter.

Mr. Muskie, in a letter to the envoys on August 4, urged them to suggest how the message could be disseminated by the United States at the country and international levels. The Secretary also asked for comments on how U.S. foreign policy should be adjusted to the conclusions.

"I can think of no other area in which the creative thinking of the U.S. foreign affairs community is so vitally needed, and in which our Department is in a better position to contribute," Mr. Muskie asserted. "The conclusions are sobering. If present trends in population growth, resource degradation and environmental pollution continue, the efforts of the international community to achieve higher qualities of life and expanded social opportunities will be overwhelmed. The potential for famine, economic dislocation, social disruption and political instability will increase." ☐

Black employees honor Vance

Former Secretary Cyrus Vance is slated to receive the Thursday Luncheon Group's first Equal Employment Opportunity Award, on September 10. The group is an organization of black employees of the foreign affairs agencies. They were to hear an address on September 4 from J. Bruce Llewellyn, president of the Overseas Private Investment Corp. ☐

Barbara Watson addresses consular officers

Barbara M. Watson addressed the Consular Officers Association at the Foreign Service Club on August 6, on the eve of her departure as assistant secretary for consular affairs. She is slated to be the new U.S. ambassador to Malaysia.

"When I first came here in 1966, many in the Department and the Foreign Service thought consular officers were not involved in what they termed 'substantive' matters," she said. "Today, ambassadors give priority to the cable traffic dealing with consular matters because that's where the action is."

But, she added, there are still

Foreign Service officer protects candidate

A Foreign Service officer helped wrestle a man to the ground in Denver after the man threw an egg at presidential candidate John A. Anderson on August 5. He missed.

Mr. Quinn

Kenneth Quinn, on a Pearson Program assignment in the Iowa governor's office, was attending the opening of Mr. Anderson's campaign headquarters when he saw the man, in front of him, throw something and then reach into his coat pocket.

"I thought he was going for a gun," Mr. Quinn said. "It happened so fast. I jumped out of my chair and was the first to hit him." Mr. Quinn was assisted by others in the crowd, then by police. "I was sure glad it was just an egg," he said.

In the meantime, candidate Anderson was rushed to a car by security agents. ☐

those who are not completely aware of the role of the consular officer. "We have to keep on educating them about our work. We can't rest on our laurels—we must continue to do our tasks around the world with dedication, dignity and pride. We must gently implant the message that consular officers are members of an important team."

Miss Watson, receiving a standing ovation from her colleagues, was presented several gifts on behalf of the association by president Therese Kleinkauf, currently country officer for Barbados, Grenada and Dominica. ☐

Bookfair is back —for the 20th time

More than 100,000 new and old books, classical and popular records, prints, posters, stamps and objets d'art from around the world will go on sale this month at the 20th annual Bookfair, sponsored by the Association of American Foreign Service Women. The event will be held in the 23rd Street foyer of the Department, September 27-29, and again October 2-4, from 10 to 4 p.m. Proceeds will benefit the AAFSW Education-Scholarship Fund and community projects in Washington.

Organizers of Bookfair, from left: Mrs. *George Barbis*, Mrs. *Joseph Palmer II*, Mrs. *Andrew Thoms*, Mrs. *Edward Griffin*, Mrs. *William Pogue*, Mrs. *Philip Dorman*, Mrs. *Robert Allen*. On display are original batik paintings from Barbados, which will be sold at Bookfair. *(Photo by Glenn E. Hall, Visual Services)* ☐

Department employees and their families have been invited to a special preview—Family Night, Friday, September 26, from 5:30 to 9 p.m. In addition to having first crack at the books, encyclopedias and art objects, and time to browse, the families will see movies and be entertained by magicians and clowns. The cafeteria will be open that evening.

Mrs. Andrew Thoms, Bookfair room supervisor, and her staff have sorted and priced more than 2,500 boxes of books and magazines. However, they are still seeking donations of art objects, books on foreign affairs, foreign language books, children's books, cookbooks and records. All donations are tax deductible. Books may be brought to the bookbins located at the D Street and 21st Street entrances to the Department, and at the basement elevators, or call 223-5796 for prompt pickup.

Mrs. Edward Griffin is chairman of Bookfair 80, and Mrs. Robert Allen is deputy chairman. They are being assisted by scores of volunteers. ☐

Poster features classical Noh mask, one of the objets d'art for sale at Bookfair. ☐

Office of Chinese Affairs

The former Office of People's Republic of China and Mongolian Affairs, Bureau of East Asian and Pacific Affairs, has been renamed the Office of Chinese Affairs. The office is responsible for coordinating and implementing U.S. policies toward the People's Republic of China, Hong Kong, Macau and Mongolia. ■

Yech! It happened in (yes) Montreal!

By Kathy Hanser

The author is the secretary in the U.S. consulate general.

MONTREAL, Canada—Those of you reading this from an office overlooking a lush African jungle or tropical rain forest (popping malaria pills and swatting killer flies, of course) will probably scoff at this attempt by someone posted in one of the world's most bustling cities to contribute to the Newsletter's series on exotic animals encountered in the Foreign Service. You most likely imagine an article headlined "Consulate's communicator befriends Montreal's pigeons," or "Canadian Mounty names horse after consul general," or perhaps something really disdainful like "Consulate staffers visit local zoo."

Ms. Hanser

Are you in for a surprise! I predict this animal story will go down in Newsletter history as one of the most hair-raising episodes ever submitted, and will probably result in the entire staff of Amcongen Montreal being awarded the Chester A. Arthur Award for Bravery.

First, you must understand that one of the reasons this incident was such a test of our staff's bravery and indomitable spirit is that things here are—well—pretty cushy. We just aren't psychologically geared toward defending ourselves against beasts of unknown origin, like our colleagues serving in more exotic posts. Also, our offices are located on the 11th floor of Montreal's Complexe Desjardins—a modernistic cluster of four high-rise office buildings tied together by a shopping mall in the center. Although a few dangerous-looking sparrows have been sighted in the mall area, not too many creatures can find their way up from the 75 boutiques and restaurants on the ground floor to these towering heights. But the horrible truth is that some *did* arrive.

Noubar Demirdjian* and *Michelle Houle* view one of the specimens. *(Photo by Rick Kramer) □

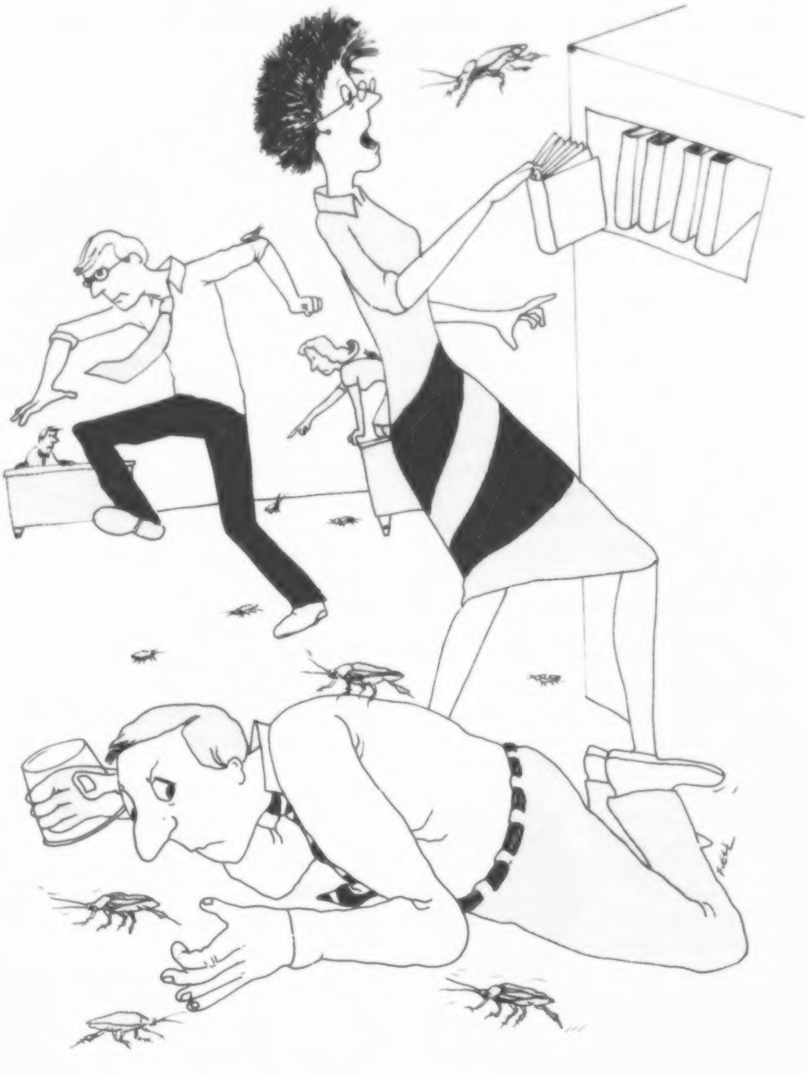
The whole thing started with a shipment of airfreight from Amembassy New Delhi. Since it was delivered during the lunch hour, it was unloaded in the consulate's reception area, instead of our basement storage room. The six or seven large crates sat in an unused office for several days without anyone giving them so much as a second thought.

At this point the real hero of the story enters the picture—Noubar Demirdjian, our peerless general services assistant. In his ever-observant manner, he noticed at 9:30 one recent morning an unusual-looking insect staring down at him from the wall of his office. Rather than merely squishing it flat and forgetting about it, he also ventured into the hallway to search for similar unwanted pests. Lo and behold, he found one crawling toward the administrative section, another cowering menacingly on a hanging philodendron, and several others gathering forces near the commercial section.

"Where did these bugs come from?" Mr. Demirdjian exclaimed.

The staff thus alerted, it didn't take long for our clever minds to figure out that the innocent-looking crates of airfreight stacked so neatly out of the way were infested with creepy-crawly bugs the likes of which Canada had never seen. Soon everyone began recalling past sightings of the creatures—a visiting Internal Revenue Service agent had found one doing a Mark Spitz impersonation in her coffee that very morning; our administrative assistant, Murielle Caille, discovered one munching on a dusty old M&M in the bottom of her desk drawer; and Jackie Hazan, the commercial librarian, was viciously attacked by one with "beady eyes" when she pulled the Toledo yellow pages from the shelf.

We all agreed that working under these conditions was impossible and probably violated the U.S. Department of Labor's job safety regulations; after all, these Asian pests could be poisonous! Not to mention the unnerving effect they achieved by leaping out at our unsuspecting telephone operator, Michelle Houlle, from behind the water cooler, or divebombing down on our intently-working economic officer, Steve Ericksen.



There was a great deal of concern about the possible danger to Canadian agriculture and animal life posed by these stowaway pests. What if this particular bug turned out to be the sole enemy of Canada's national symbol, the Beaver? What if these things multiplied uncontrollably and devoured crops like locusts? Worse yet, what if, turned loose in Montreal, these creatures quickly consumed every single hockey puck in town? Explain *that* to a mob of rabid hockey fans waiting in line outside the stadium. We could have an international incident on our hands.

It was decided that the Canadian agriculture ministry should be notified. So Mr. Demirdjian went around collecting live specimens, which he put into clear, plastic zip-lock bags. (It looked as though he were preparing an exhibit for the Montreal science fair.) Someone else arranged for an exterminator to make an emergency call to the consulate in order to rid our formerly tranquil offices of these foreign invaders. A well-equipped crew of sprayers was scheduled to arrive at 2 that afternoon, and almost immediately the rumor spread that the consulate would have to be closed due to the presumably poisonous fumes which would permeate the offices during the fumigation process.

"I hear the spray kills plants and dogs and fish, so it must kill people, eh?" one employee said hopefully, having in mind a bonus afternoon off.

But, just as we were all packing our belongings and preparing to "bug out" two hours early, the exterminator came around to assure us that there was no danger to anything in the consulate except insects, and that we would hardly even notice the smell. We settled back for the duration.

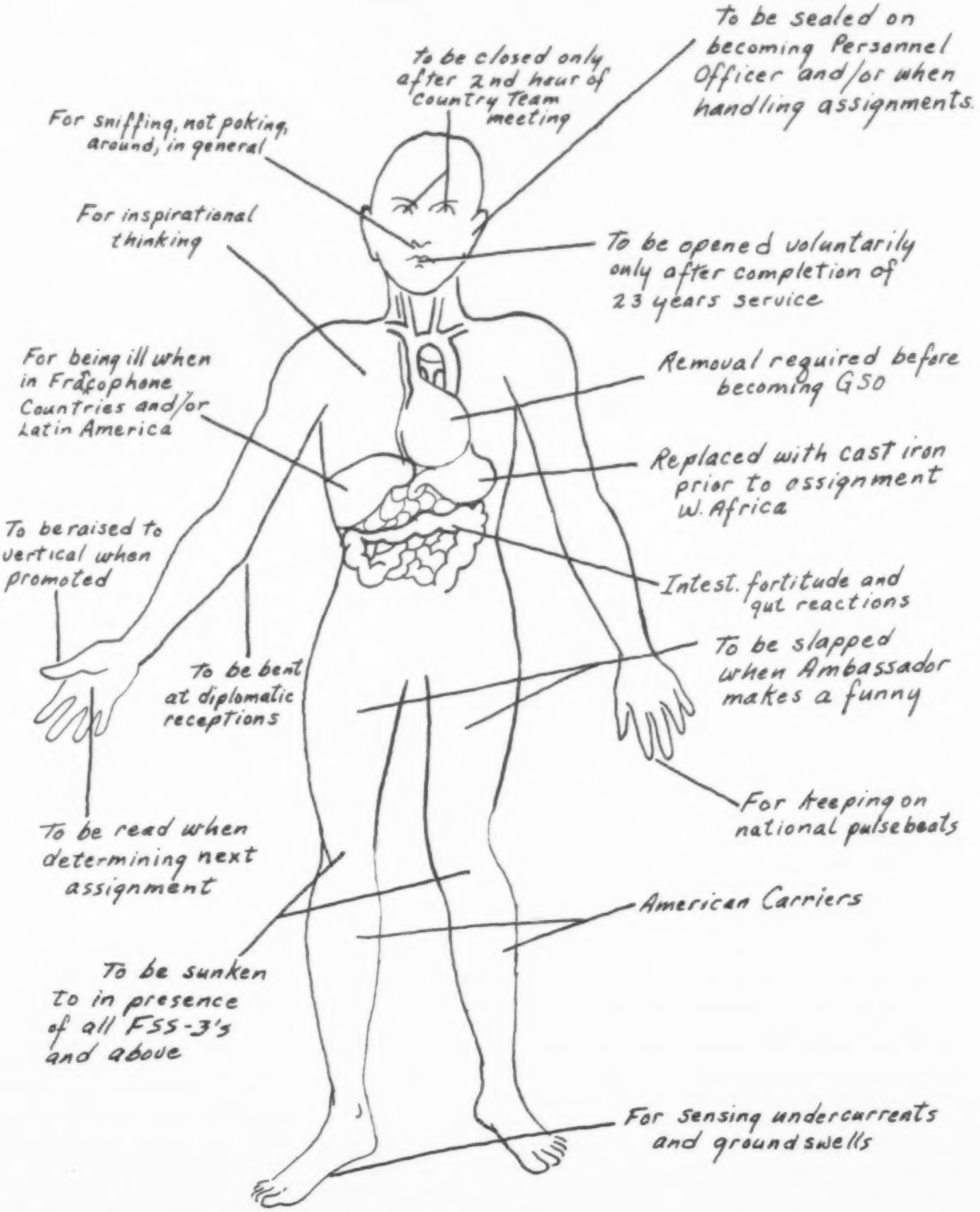
The next day the agriculture ministry sent us their best bug man. Happily, he was able to determine that our menace was a breed of cockroach which posed no threat to Canada's flora and fauna.

And so, our East Indian cockroach invasion was over—and not a moment too soon. A few of the Canadian employees already were getting awfully tired of hearing tall tales from our old-hand FSOs who had served in Africa, Asia or Latin America—("This is nothing! Once in Outer Torgogi, I singlehandedly fought off millions of frenzied pirana roaches and saved the entire embassy from being eaten alive!" And so forth.)

Some staffers, in fact, remarked, inevitably, that they didn't know which was worse—putting up with a few cockroaches, or with the endless stories of life in the Foreign Service that the roaches inspired! ■

The Regional Medical Officer's Illustrated Guide to the Functional Anatomy of the Foreign Service Officer

By Lewis Bartlett


To be closed only after 2nd hour of Country Team meeting
To be sealed on becoming Personnel Officer and/or when handling assignments.
For sniffing, not poking, around, in general
For inspirational thinking
To be opened voluntarily only after completion of 23 years service
For being ill when in Francophone Countries and/or Latin America
Removal required before becoming GSO
Replaced with cast iron prior to assignment W. Africa
To be raised to vertical when promoted
Intest. fortitude and gut reactions
To be bent at diplomatic receptions
To be slapped when Ambassador makes a funny
For keeping on national pulsebeats
To be read when determining next assignment
American Carriers
To be sunken to in presence of all FSS-3's and above
For sensing undercurrents and groundswells

APPOINTMENTS

Asencio is chosen as assistant secretary

Diego C. Asencio, U.S. envoy to Colombia since 1977, is the choice to become the new assistant secretary for consular affairs, the White House has announced. He would succeed Barbara M. Watson. Ambassador Asencio was seized by terrorists in Bogota on February 27, with more than 30 diplomats from other nations. He was freed after a siege that lasted 61 days.

Mr. Asencio

Mr. Asencio joined the Department as an intelligence research analyst in 1957. After becoming a Foreign Service officer in 1959, he was assigned as consular officer in Mexico City. He was political officer in Panama, 1962-64; international relations officer in the Department, 1964-65; and special assistant to the assistant secretary for inter-American affairs, 1965-67. From 1967 to 1972 he was political officer, then deputy chief of mission, in Lisbon. He later held assignments as counselor for political affairs, Brasilia, 1972-75; and deputy chief of mission, Caracas, 1975-77. He was appointed to the Bogota post in October 1977.

Born in Nijar, Almeria, Spain, on July 15, 1931, Mr. Asencio received a bachelor's in foreign service from Georgetown in 1952. He was an underwriter with the Prudential Insurance Co., Newark, 1953-55, and then served in the Army, 1955-57. He has won the Department's Award for Valor, Georgetown's McGuire Medal, the Venezuelan Order of Francisco de Miranda (second class), and the Colombian-American Chamber of Commerce's Order of Merit to Progress. He also is a member of the Center for Inter-American Affairs, New York. Mr. Asencio is married to the former Nancy Rodriguez; they have three sons and two daughters. ☐

Barbara M. Watson is headed for Malaysia

Barbara M. Watson, assistant secretary for consular affairs, is slated to be the new ambassador to Malaysia, the White House has announced. She would succeed Robert H. Miller.

Miss Watson

Miss Watson joined the Department in 1966 as special assistant to the deputy under secretary for administration. Later, until 1968, she was deputy and acting administrator of the former Bureau of Security and Consular Affairs. She became the bureau's administrator in that year, serving in that post until 1974. She then was a lecturer at several colleges and universities, 1975-76, and legal consultant to Triangle Publications, Inc., Radnor, Pa., 1976-77. Miss Watson became an assistant secretary after her return to the Department in 1977.

Earlier in her career, she was assistant attorney in the city law department, New York, 1963-64, and executive director of the New York City Commission to the UN, 1964-66. Miss Watson has also served as an interviewer with the United Seamen's Service, New York, 1943-46; owner and executive director, Barbara Watson Models, New York, 1946-56; research assistant, New York State Democratic Committee, 1952-53; clerk, The Christophers, New York, 1956-57; and coordinator of student activities and foreign student adviser, Hampton Institute, Va., 1958-59. In 1962 she was appointed statutory aide, Board of Statutory Consolidation, New York.

The following year she joined the law department.

Miss Watson has won many honors, including the Department's Luther I. Replogle Award for management improvement. She is commander of the National Order of the Ivory Coast Republic—an honor conferred by that nation's president. She has also won honorary doctorates, from the University of Maryland and Mount St. Mary College, and awards from organizations.

The ambassador-designate is a board member of the Wolf Trap Foundation for the Performing Arts, and a member of the American and District of Columbia Bar Associations, the International Club of Washington and the Cosmopolitan Club of New York. She has written papers on women's liberation, justice in government, and American life and culture. Born in New York on November 5, 1918, she received a bachelor's from Barnard College in 1943, and a law degree from New York Law School in 1962. ☐

Jack Binns is named envoy to Honduras

President Carter has nominated Jack Robert Binns, since 1979 deputy chief of mission in San Jose, Costa Rica, as the new U.S. ambassador to Honduras. He would succeed Mari-Luci Jaramillo.

Mr. Binns

Joining the Foreign Service in 1962, Mr. Binns was assigned first to the Department and then to Guatemala. He later was administrative assistant, La Paz, 1965-66; labor trainee at Harvard, 1966-67; labor officer, then political officer, San Salvador, 1967-71; and international relations officer in Washington, 1971-74. From 1974 to 1979 he was political officer in London. Following his tour there, he was named to the No. 2 position in the embassy in Costa Rica.

Born in Eugene, Ore., on May 13, 1933, Mr. Binns received a bachelor's in science from the U.S. Naval Academy in 1956. He won an award, "Service with Distinction," from the American Foreign Service Association in 1974. He is a member of the association, the Costa Rica Country Club, Democrats Abroad (Costa Rica), and the U.S. Naval Academy and Harvard Alumni Associations. He served as a lieutenant in the Navy, 1952-62. Mr. Binns is married to the former Martha Buck; they have two daughters. ☐

Virgin Islands man gets nod for Haiti

Mr. Kimelman

Henry L. Kimelman, since 1969 chairman of the board and president of the West Indies Corp., Virgin Islands, is slated to be the new U.S. ambassador to Haiti, the White House has announced. He would succeed William B. Jones in Port-au-Prince.

Mr. Kimelman has also served as president and treasurer, Virgin Isle Hotel, Inc., and Virgin Islands Realty Corp., 1949–60; chairman of the board, Island Block Corp., and Henry Elliot, Ltd., both in the Virgin Islands, 1964-67; and president, Overview Corp., Washington, 1969–71. In addition, he has held several Government positions. He was Virgin Islands' commissioner of commerce, 1961-64—simultaneously serving as chairman, Virgin Islands Economic Development Board, and administrator (Virgin Islands), U.S. Area Redevelopment Board. From 1967 to 1969 Mr. Kimelman was assistant to the secretary of the interior. He then became director of the U.S. National Park Foundation, 1968-72.

Mr. Kimelman is chairman of the development advisory board, Child Development Associate Consortium, Washington. He is a member of the advisory committee on the arts, John F. Kennedy Center for the Performing Arts, and a member of the World Business Council and Chief Executives Forum. He was a member of the Young President's Organization, 1956–71. Mr. Kimelman has been a director of the West Indies Bank and Trust Co., Virgin Islands, 1952–59; American Hotel Association, 1955–61; Leeward Islands Transport, Antigua, West Indies, 1958-61; and the Psychiatric Institute Foundation, since 1974. He was a trustee of Antilles School, Virgin Islands, 1957-62.

Born in New York on January 21, 1921, he received a bachelor's in science from New York University in 1943, and attended Harvard Graduate School of Business Administration the following year. From 1943 to 1946 he was a lieutenant, junior grade, in the Navy. He won Israel's Distinguished Service Award in 1959. He also received a commendation resolution from the Virgin Islands legislature for his contribution as commissioner of commerce, in 1964. Mr. Kimelman is married to the former Charlotte Kessler; they have two sons and a daughter. ☐

Lane: Uruguay to Paraguay

Lyle Franklin Lane, currently the U.S. ambassador to Uruguay, is to be shifted to neighboring Paraguay, the White House has announced. The post in Asuncion had been vacant for several months.

Mr. Lane

Ambassador Lane joined the Department in 1950 as an organizational methods examiner. Appointed a Foreign Service officer in 1952, he served as consular and administrative officer in Guayaquil, 1952–54; political officer in Madrid, 1954-59; and international relations officer in Washington, 1959-61. He then was assigned to the University of California at Berkeley for advanced economic studies. After completing his studies, he was appointed principal officer in Cebu, in 1962. Four years later he was named political adviser, then deputy director for development planning, in AID's mission to Guatemala. From 1968 to 1969 he was a student at the Naval War College in Washington.

In recent years he was administrative officer, Bureau of Inter-American Affairs, 1969–71; deputy director, then acting director, of the National Security Council's interdepartmental group for inter-American affairs, in the Department, 1971-72; deputy executive director, Office of Management, in the Bureau of Inter-American Affairs, 1972–73; deputy chief of mission, San Jose, 1973-76, and Lima, 1976-77; and principal officer of the U.S. interests section in Havana, 1977-79. He was appointed U.S. envoy to Uruguay in 1979.

Mr. Lane was born in Tacoma, Wash., on September 19, 1926. He received a bachelor's from the University of Washington in 1950, and a master's in science from George Washington University in 1969. He served in the Army, 1946–47. Mr. Lane shared a group Superior Honor Award in 1979. He is a member of Phi Beta Kappa, Chi Phi fraternity, the American Foreign Service Association and Common Cause. He is married to the former Jaclyn Fuller; they have three sons. ☐

Gershenson is choice for Montevideo

President Carter has nominated Robert S. Gershenson, deputy assistant secretary for personnel since 1978, as the new U.S. ambassador to Uruguay. He would succeed Lyle Franklin Lane in Montevideo.

Mr. Gershenson

Mr. Gershenson joined the Foreign Service in 1957, and was assigned as vice consul in Mexico City. From 1959 to 1961 he was an international relations officer in the Department. He later served as administrative officer in Brasilia, 1961–65; San Jose, 1965-67; and Quito, 1967-68. After a tour as counselor for administrative affairs in Montevideo, 1968-70, he was assigned to the Industrial College of the Armed Forces, in Washington. Following his studies there, he became a personnel officer in the Department, and from 1972 to 1974 he was special assistant to the assistant secretary for administration.

In recent years Mr. Gershenson has held assignments as counselor for administrative affairs, in Brussels, 1974–76; executive director of the Bureau of Inter-American Affairs, 1976–78; and coordinator for customs and tax privileges for the Foreign Service, since 1978.

Born in Philadelphia on August 17, 1928, he received a bachelor's from Temple University in 1956. From 1951 to 1953 he was a corporal in the Army. He also was a restaurant manager, 1948–49, and again from 1950 to 1951; and a coach and recreation director, 1954–56. Mr. Gershenson won the Department's Meritorious Honor Award in 1967. He is a board member of Worldwide Assurance for Employees of Public Agencies, and a member of the National Historical Honor Society. He is married to the former Linda Rosenthal; they have two sons and a daughter. ☐

Henry Precht: Iran desk to Mauritania

President Carter has nominated Henry Precht, since 1978 director of Iranian affairs, as the new ambassador to the Islamic Republic of Mauritania. He would succeed E. Gregory Kryza.

Mr. Precht

Mr. Precht joined the Department in 1958 as a management intern. He later was assigned as an analyst. In 1962 he was appointed a Foreign Service officer and was assigned as a general officer in Rome. From 1964 to 1966 he was administrative officer in Alexandria. After a year's detail to the National Aeronautics and Space Administration, he returned to State as an international relations officer. In 1969 he was assigned to the Fletcher School of Law and Diplomacy. Following his studies there, he was named deputy chief of mission in Port Louis, Mauritius. He was political officer, then counselor for political-military affairs, in Tehran, 1972–76. After a tour as political-military officer, 1976–77, he became deputy director of the Office of Security Assistance and Sales. He then was assigned to the Bureau of Near Eastern and South Asian Affairs to take charge of Iranian affairs.

Born in Savannah, Ga., on June 15, 1932, Mr. Precht received an associate-in-arts degree from Armstrong Junior College in 1951, a bachelor's from Emory, also in 1951, and a master's from the Fletcher School of Law and Diplomacy in 1970. He is a Phi Beta Kappa. Mr. Precht has won the Department's Superior Honor Award three times—in 1976, 1978 and 1979. He is a member of the German Friendly Society, Savannah. He is married to the former Marian Olds; they have a son and a daughter. ☐

Jon de Vos gets 2 African posts

President Carter has nominated Peter Jon de Vos, since 1979 deputy director of the Office of Southern African Affairs, as the new U.S. ambassador to the Republic of Guinea-Bissau and, also, to the Republic of Cape Verde. He would succeed Edward Marks in both posts.

Mr. de Vos

Mr. de Vos joined the Foreign Service in 1962 and was assigned as a general officer in Recife, Brazil. He returned to Washington in 1964 as an international relations officer. He later was political officer, Naples, 1966–68; deputy principal officer, Luanda, 1968–70; political officer, Sao Paulo, 1970–71; and political officer, Brasilia, 1971–73. He then was named special assistant to the assistant secretary for inter-American affairs. After two years in that post Mr. de Vos became political officer in Athens. From 1978 to 1979 he was detailed to the National War College in Washington and, after completing his studies there, he was assigned to the Bureau of African Affairs.

Born in San Diego on December 24, 1938, Mr. de Vos received a bachelor's from Princeton in 1960, and a master's from Johns Hopkins in 1962. He speaks Portuguese, Spanish, Italian and Greek. He is married to the former Nancy Lee. ☐

Maestrone: director, Sinai mission

Frank E. Maestrone, former U.S. ambassador to the State of Kuwait, has been appointed special representative of the President and director of the U.S. Sinai Support Mission, the White House has announced. He succeeds C. William Kontos.

Mr. Maestrone

Mr. Maestrone joined the Foreign Service in 1948 and was assigned first as consular officer, then as economic officer, in Vienna. He later was visa officer, then political officer, in Hamburg, 1949–54. From 1954 to 1956 he was executive officer in Salzburg. He returned to the Department in 1956 as foreign affairs officer, becoming an international relations officer and serving until 1960. Mr. Maestrone later held assignments as principal officer in Khorramshahr, 1960–62; student at the Naval War College, 1962–63; political adviser on the international staff, NATO, Paris, 1963–65; and chief of the Regional Affairs Division, Office of Research and Analysis for Western Europe, 1965–66.

In recent years he was deputy director of the office, 1966–68; political officer, NATO, Brussels, 1968–71; counselor for political affairs, Manila, 1971–73; faculty adviser, Naval War College, on detail to the Department of Defense, 1973–74; and deputy chief of mission, Cairo, 1974–76. After the tour in Kuwait, 1976–79, he became diplomat-in-residence at the University of California in San Diego, where he served until recently.

Born in Springfield, Mass., on December 20, 1922, Mr. Maestrone received a bachelor's from Yale in 1942. He was a first lieutenant in the Army, 1942–46, and an underwriter for an insurance company in Hartford, Conn., 1946–48, before he joined the Foreign Service. He is married to the former Jo Colwell; they have a son and a daughter. □

Kubisch to handle talks with Spain

Jack B. Kubisch, former ambassador to Greece and former assistant secretary for inter-American affairs, has been appointed the U.S. special negotiator for forthcoming talks with Spain concerning the U.S.-Spanish treaty of friendship and cooperation. The term of the present treaty is scheduled to end in September 1981, and negotiations are expected to begin this fall.

Mr. Kubisch

Ambassador Kubisch retired from the Foreign Service last year after many years of service in Washington and abroad. He held many top assignments, including director, Office of Brazilian Affairs; deputy chief of mission, with personal rank of minister, Mexico City; deputy chief of mission and minister-counselor, Paris; and head of the Bureau of Inter-American Affairs and U.S. coordinator, Alliance for Progress, 1973–74. He was appointed envoy to Greece in 1974.

He now makes his home in Pinehurst, N.C. When he is in the Department, his office will be in the suite of the under secretary for security assistance, science and technology. □

10 trade advisory panel appointments

President Carter has reappointed two persons, and appointed eight others, as members of the Advisory Committee on Trade Negotiations. Reappointed to the committee are Elspeth Rostow, dean, Lyndon B. Johnson School of Public Affairs, University of Texas; and J. Stanford Smith, Greenwich, Conn., chairman and chief executive officer, International Paper Co.

New members are Robert B. Delano, Warsaw, Va., president, American Farm Bureau Federation; Frank Drozak, acting president, Seafarers International Union and president of the AFL-CIO Maritime Trades Department; Jack Felgenhauer, Spokane, president, National Association of Wheat Growers; Russell L. Hanlin, Pasadena, Calif., president and chief executive officer, Sunkist Growers, Inc.; Richard R. Rivers, Chevy Chase, Md., member of the law firm of Akin, Gump, Hauer & Feld; Edward L. Romero, Albuquerque, president and founder, Solar America, Inc., and ELR Enterprises; George W. Stone, Choctaw, Okla., president, National Farmers Union and chairman, Green Thumb, Inc.; and Alan William Wolff, partner in the Washington law firm of Verner, Liipfert, Bernhard & McPherson.□

Meissner in line for ambassador rank

President Carter has nominated Charles F. Meissner, U.S. special negotiator for economic matters, for the rank of ambassador. Mr. Meissner served as deputy assistant secretary for international finance and development, 1977–80. Earlier in his career he was desk officer for Japan, then special assistant to the assistant secretary, Office of International Affairs, U.S. Treasury, 1971–73; and staff member, Senate Foreign Relations Committee, 1973-77. He holds three degrees from the University of Wisconsin—a bachelor's, 1964; a master's, 1966, and a doctorate, 1969.□

Envoy rank for Thompson

President Carter accorded the personal rank of ambassador to Herbert B. Thompson, deputy U.S. permanent representative to the Organization of American States, while he served as head of the U.S. delegation to the recent meeting of the Inter-American Council for Education, Science and Culture, in Bogota. Mr. Thompson is also to hold that rank as head of the U.S. delegation at the meeting in Caracas this month of the Inter-American Economic and Social Council.□

Staff changes in Department

Ambassador **Mari-Luci Jaramillo,** former U.S. envoy to Honduras, is the new deputy assistant secretary for inter-American affairs . . . **Alfonso Arenales** is the new director of the Office of Congressional Relations, Human Rights and Public Affairs, in the Bureau of Inter-American Affairs . . . **Sarah Goddard Power** is the new deputy assistant secretary for human rights and social affairs, Bureau of International Organization Affairs . . . **Gordon L. Streeb** is executive assistant to Richard N. Cooper, under secretary for economic affairs . . . **Edward L. Morse** is deputy assistant secretary for international energy policy, Bureau of Economic and Business Affairs . . . **Chester F. Polley** is chief of the Formulation and Presentation Division, Office of Budget and Planning . . . . **Larry Emery** is chief of the Resource Management and Evaluation Division in that office . . .

Clint A. Lauderdale, former director, Office of Recruitment, Examination and Employment, has become a deputy assistant secretary for personnel. . . .

Kenneth O. Harris is the new executive director, and **Donald F. Ramage** is the new deputy executive director, Bureau of East Asian and Pacific Affairs . . . **George F. Twohie** is the new executive director, Office of the Secretary . . . **Thomas R. Reynders** has assumed the duties of director of the Operations Center in the Executive Secretariat . . . **Kenneth W. Bleakley** is the new deputy director of the Operations Center . . . **Julia W. Willis** has been named chairman of the Board of Appellate Review, Office of the Legal Adviser. Ms. Willis and **Edmund G. Misey** are regular members of the board; ad hoc members are **G. Jonathan Greenwald, Warren E. Hewitt, Alan G. James** and **Gerald A. Rosen.**

Philip H. Stoddard is deputy assistant secretary for current analysis, Bureau of Intelligence and Research . . . **Dennis H. Kux** is director of the Office of Intelligence Liaison in that bureau . . . Other personnel changes there include **Dolores Wahl,** who has assumed her duties as director, Office of Intelligence Support; **Lynn Turk,** executive assistant to the director of the bureau; and **A. Lucille Thomas,** deputy executive director . . . **David H. Evans** is director of the Office of International Security Operations, Bureau of Politico-Military Affairs . . . **Bill Rope** is director of the bureau's Office of International Security Policy . . . **Charles R. Bowers** is the new executive director, Bureau of European Affairs.

Edward L. Peck has assumed duties as director of the Office of Egyptian Affairs . . . **Ralph Lindstrom** is the new director for Iranian affairs . . . **Charles H. Thomas** has become director, Office of European Security and Political Affairs. **Vladimir Lehovich** is deputy director . . . **Peter S. Bridges** has assumed duties as director, Office of Eastern European Affairs . . . **Roberta Cohen** has assumed duties as deputy assistant secretary for human rights in the Bureau of Human Rights and Humanitarian Affairs . . . **Robert Michael Finley** has become deputy assistant secretary in the Bureau of Inter-American Affairs. Mr. Finley will coordinate U.S. relations with countries of the Caribbean. □

Inter-American board

President Carter has announced he will nominate four persons to the board of the Inter-American Foundation. They are Guy Feliz Erb, deputy director, U.S. International Development Cooperation Agency; Doris B. Holleb, director, University of Chicago's Metropolitan Institute and senior research associate at its Center for Urban Studies; Luis Guerrero Nogales, of Northbridge, Calif., senior vice president, Golden West Broadcasters; and Paula Stern, a commissioner of the U.S. International Trade Commission. □

CORRECTED TIME CHART ENTRIES

The last few entries in "Time Around the World" (NEWSLETTER, July, pp. 44–5) are in error because of a typographical mixup. Readers who clipped and saved the time chart for reference should now clip the corrected entries below and paste them over the erroneous entries on the original chart.

Western Samoa	Apia	6:00 a.m.
Yugoslavia	Belgrade	6:00 p.m.
Zaire	Kinshasa	6:00 p.m.
Zambia	Lusaka	7:00 p.m.
Zimbabwe	Salisbury	7:00 p.m.

In addition, the following corrected entries should be pasted over the appropriate places in the chart.

Djibouti	Djibouti	8:00 p.m.
Malaysia	Kuala Lumpur	12:30 a.m. next day □

Gronouski reappointment

President Carter has announced his intention to nominate John A. Gronouski, who served as U.S. ambassador to Poland, 1965–68, for reappointment as a member of the Board for International Broadcasting. If confirmed by the Senate, Mr. Gronouski is to be designated chairman. □

Muskie fills Red Cross slot

President Carter has appointed Secretary Muskie as a member of the board of governors of the American Red Cross. □

Answers to quiz

(See Page 26)

1. Simpson.
2. Birchard.
3. Abram.
4. Alan.
5. Howard.
6. Clark.
7. David.
8. Baines.
9. Milhous.
10. Rudolph. □

SALISBURY, Zimbabwe—*Robert V. Keeley*, right, the first U.S. ambassador, is congratulated by the acting foreign minister, Dr. *Witness Mangwende*, following presentation of his credentials. At center is the President of Zimbabwe, the Rev. *Canaan Banana*. At left is the private secretary to the President, Dr. *Mishek Sibanda*. ■

IF YOU CAN'T SWIM, LAGOS IS NOT FOR YOU

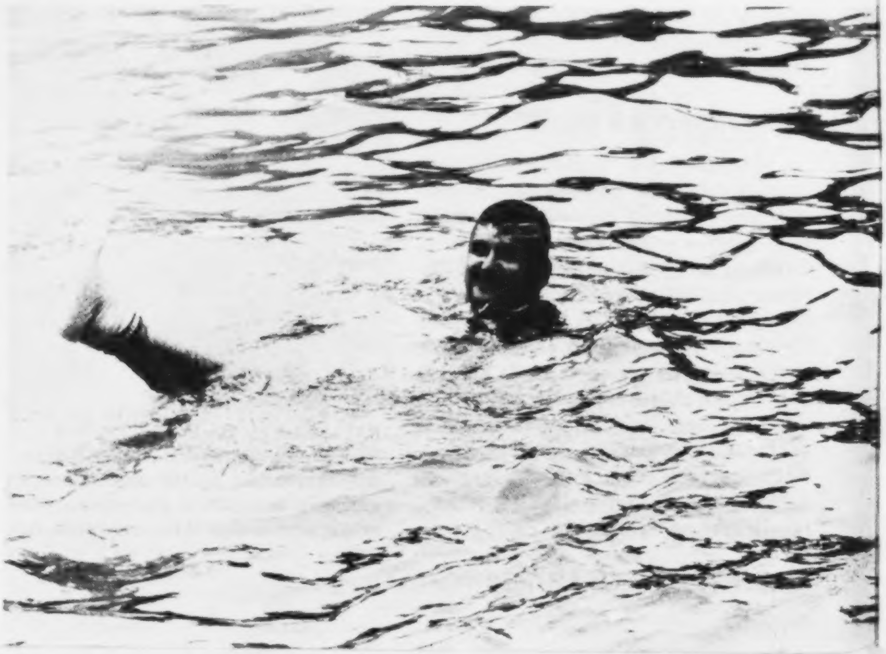
The problem with serving at this African post is the people you'd be serving with. You could never trust them to leave you in peace. Bruce Tefft, economic officer, has documented their treachery with his camera. ☐

Randy Hill and *Mike Silva* toss *Mort Allan* into the pool. ☐

Communications officer *Ron Oslowski* gets the ignominious treatment. ☐

Economic officer *Ken Davis* and *Melissa Davis* are safe, so long as they stay in the pool. ■

Here's *Ron* resurfacing, still wearing one sock. ☐



***Joyce Gamble* enjoys the show.** ☐

best copy available

Assignment in Bombay

How a placement officer outsmarted herself. (Now she's glad she did.)

BY JOYCE A. SMITH

The author, a Foreign Service officer, started writing this "true confession" for the NEWSLETTER *some weeks after she arrived in Bombay. At the time the action begins, last September, she was in Washington, in the Bureau of Personnel's Office of Foreign Service Career Development and Assignments.*

Ms. Smith

(Photo by the Times of India) □

MY BID LIST was already two days overdue, and I had come to the office quite early to review it for the last time, backdate it, and sneak it into my counselor's in-box next door before her arrival. Reading aloud to myself, I called out the post names with pride. I felt the assignment panel was really going to be impressed by my efforts to compile a well-balanced and realistic bid list. It included hardship as well as nonhardship posts in several geographic areas—several jobs that would be a grade above my present one to show my willingness to accept a challenge, and at least two or three on my level in case humility mattered instead.

The panel would not know, of course, that I had already decided I wanted one of the American citizen services positions that would be vacant in Manila in the summer. Only my former counselor, Diane Dillard, knew that and had, in fact, been the first to suggest it. My original plan had been to "set things up" for a consulate in Italy or Spain. I had been assigned to two large embassies—Mexico and Caracas—on my former tours, so this time I needed a small operation where I'd have more responsibility. But midway through my four-year tour in Washington I realized, with regret, that any European tour would be too expensive. So I went to Diane to see what she could suggest.

"Now I want hardship," I told her, "but not extreme hardship. I like comfortable living too much for that. And I'd rather not have a post where I'll have to do visas on a regular basis, and I simply have to have warm weather." She reflected only a moment, then said: "Manila. That's differential, has a warm climate, and there are two American services officers leaving in the summer."

"Really," I said, "two American services positions?" And Blaine Tueller as consul general?" (An inspiring leader, he had been my very first supervisor in the Service at Caracas and at that time had been in Manila for only one year.) Maybe Manila was a possibility.

After a few days of research, including conferences with Doug Watson, my supervisor in the assignments office and my resident "management" expert; Ellen Watson, my panel chief and resident "personnel" expert; and finally, Ron Palmer, chief of my office and my resident expert in all general Foreign Service matters and a fan of the Philippines. I decided that Manila was definitely IT and that I should start maneuvering by underground methods to set things up (no particular scheme, mind you, as each person has his own methods).

Mine were as follows: I asked Gordon Holt, a former coworker recently assigned to Manila, to "float" my name around in the consular section upon arrival there; I talked to one of the supervisors in the consular section in Manila, during his consultation in the Department, and told him how impressed I was by their operation; and, most importantly, I enlisted the aid of a fellow placement officer, Lee Bigelow, who was traveling to Manila on official duty and could put in a good word for me with the consul general.

Manila was going to be a great assignment—no visa worries if I had the American services side; all kinds of conveniences, such as the PX, which I had not had at previous posts; 10% differential pay; and, on the professional side, working again with Blaine Tueller, a first-rate consular professional, who had been such an inspiration to me on my first tour in Caracas.

I was still holding the paper, lost in these thoughts, when I heard a male voice in the outer office. In came Bob Emmons, career counselor for senior consular officers, whose office was in the suite next to where I planned to sneak my list. "What're you doing?" he asked, jarring me back to reality.

I snapped back that I was getting my bid list together, and he'd better not tell my new counselor, Phyllis Villegoureix-Ritaud, that I was just then preparing it. He took the list, made a quick review of it, handed it back to me and said: *"What about Bombay?"*

"Bombay!" I yelled. "BOMBAY, INDIA? Are you out of your mind? You think I would actually volunteer for a consular assignment in India?"

"Why not?" he said. "It would be a change."

"A change to what?" I shrieked!"Evidently you don't have any takers for that job in Bombay. I know it's vacant in March. You're desperate, man! You'll tell me anything! I know that scheme. We're in the same racket, remember?"

Bob smiled knowingly and left shortly thereafter. But somehow his challenge stuck. I read the Bombay post report and concluded that Bombay would indeed be a change. I noted, too, that it apparently had a higher differential rate than Manila. I thought: "Why not add it to the list and let fate take its course?" So I did.

A few hours later, I came to my senses about the matter. I decided I would leave Bombay on the list but would stress to Phyllis that I still wanted Manila, and had only included Bombay to add a little color—and to impress the panel with my declaration of worldwide assignability. I knew she would bail me out if the panel started taking that bid too seriously. But I had underestimated Bob Emmons! By 10 o'clock that morning he had talked to both my counselor and the placement officer for the Bureau of Near Eastern and South Asian Affairs, Bill Hudson—and had convinced them to convince me that Bombay was the best assignment on my list—a "real steal." This they did later that day, in a most impressive fashion.

I decided to let fate take its course. I conferred once more with my management, personnel and Foreign Service gurus. Maybe I would be assigned to Bombay; maybe the panel would decide on another post. After all, I had included nine posts on my list, all with vacancies appropriate for me, I felt. In retrospect, I cannot believe that after three years in the Bureau of Personnel I had included a hardship post on my bid list with an unfilled vacancy five months away, occurring within the time frame I was scheduled to leave Washington. You might have a bid list of 30 posts, all with "appropriate" vacancies, but if you include a post like Bombay on that list, there is no doubt that it will be determined to be the "most appropriate" of the appropriate vacancies. And it was.

Three weeks later I was paneled to Bombay, and I remember how relieved I felt that it was finally over. There are advantages to being in the Department during the assignment process, but there are disadvantages, too—the most serious being the possibility of suffering a stroke trying to monitor all that goes on before the assignment is finally paneled, while taking care of your regular duties, which, after all, you're really supposed to be pursuing.

I found, initially, that I was rather thrilled about the assignment, and I shared my news excitedly with anyone who cared to listen. Most just kind of stared at me, regarding my enthusiasm in a state of disbelief. A few offered some pleasantries about the fascination of Indian culture and the customs of the Indians. One colleague said he had served in Bombay 12 years earlier as a consular officer, and he liked it immensely. But one friend, who always leveled with me about everything, said I had to be out of my mind. "After all," she said, "if you're going to India, at least make it *New Delhi*." I told her that I wanted a taste of the "real" Foreign Service—something *exotic*. She assured me I would get that in Bombay. She also assured me that I had blown it royally by taking Bombay—since it was only during an assignment in Personnel that one might have the opportunity to get a choice post. "And here you have sat for the last 18 months," she said, "next door to the consular career counselors and down the hall from where the panel met each week, and you've allowed yourself to be assigned to Bombay." My case was hopeless, she said in comforting me.

Well, the damage was done, and I wouldn't fret about it. After all, the assignment was months away. Anything could happen to change it in the meantime. But I know now that nothing happens in the meantime to jeopardize one's assignment to a hardship post. Once you are assigned, it's yours for keeps. Things happen in the meantime only if you're assigned to Rio, Mexico, Hong Kong, London, or Nairobi.

I arrived in Bombay on a day in April, at 2 a.m. I was met by John O'Leary, one of the consular officers at post, where I was to be chief of the consular section. I had known John briefly in Washington, and his familiar face was a welcome surprise. I

Bombay street scene. *(Photo by Indian Express)* □

could feel the jet lag approaching, but I forced myself to be civil, remarking that I was delighted by his meeting me at that time of morning.

In a very short time, we were out of the airport, riding through the streets, which were calm and still. Somehow I had expected the city to be more alive, even this early in the day. I checked into the famed Taj Mahal Hotel at 3:30 a.m. and went straight to bed, remembering vaguely that John had said something about an invitation to lunch with June Dohse, whom I would be replacing, and the need to call the consulate by 12 noon to request a car. I woke up to a shrilly-ringing phone and glanced drowsily at the clock above my head. It was 12:30 already! The consulate was calling to see if I was ready, and to advise me to catch a taxi there since that would be faster.

Has anybody out there had the experience of riding through the streets of Bombay on an April day at a little past high noon; in a loud, honking taxi with no air-conditioning; with a driver who speaks no English; with the sun glaring down, and the people and cows and cars and buses and scooters moving in all directions from all angles; all on the morning after arrival at 2 a.m., from a seven-hour flight; with a few hours of sleep? *An unforgettable experience!*

I was feeling a kind of heaviness in my head, and I knew I must look terribly glassy-eyed and dazed. As I stepped out of the taxi at post, June Dohse was there, with a bright smile all over her face. We had never met before, so I looked at her with suspicion. She was *awfully* glad to see me. Was she handing over a sinking ship? She put me at ease gradually as we rode to her flat nearby, and I began to unwind a little. We had a very pleasant lunch, though I didn't help my glassy-eyed condition at all by having a beer before lunch and wine during the meal. Then we returned to the consulate for a full tour. I hadn't realized when I first arrived how beautiful it was, and how much more intimate it seemed compared to the huge embassies I had known.

John O'Leary, with Steve Richter, another officer in the consular section, were working when we returned. I had never met Steve; I liked him immediately. He was relaxed, well-informed and quite witty—and struck me as being a cross between Jack Lemmon, Cliff Robertson and Bert Parks. I was disappointed to learn that Dave Husar and Alan Keyes, who made up the rest of the consular team at post, were on leave. I had known Dave for a brief period in the Department but had never met Alan, a first-tour officer scheduled to depart post in several months.

June left the following day, and I felt quite alone and apprehensive. Dave and Alan returned—Dave more or less the same as I had remembered him from Washington, but having acquired a beard that was quite becoming.

June had *said* things were in good shape. Perhaps she wasn't really giving up a sinking ship. I regretted I had been so cynical about her warm welcome. Everything was fine during the next few days. "Congressionals" kept pouring in; they were a little disturbing at first, but I didn't feel the sense of panic about them I had expected to feel. In fact, I routinely ignored them the first few days, thinking maybe they would go away, or at least that the senders would know that June had left and think that Personnel had goofed up as usual, and that there would be a long gap in the position.

Then I had my first crisis! It started with a call from the consul general's office. *I was to report there at once!* "Oh, my God," I thought, "one of those congressmen has called the President about his unanswered visa case. I knew I should have stayed yesterday to do some of those congressionals."

The crisis, however, was Iran—the prospect that hordes of Iranian students would be descending upon us in a few hours. We were to evacuate the consulate immediately and shut down for the rest of the day. And there could be no explanations to the people gathered there.

Evacuate? It was Friday! We had 200 visa applicants waiting, and all their relations (including ancestors and descendants, too, it seemed), squeezed into our waiting room. How could we get them out and not give explanations? And, tomorrow, Saturday, we were scheduled to work half a day with immigrant visa cases on a special basis. Eighty prospective immigrants, many coming long distances, would be reporting tomorrow morning at 8, just the time when trouble was likely to be at its height.

I walked slowly out of the office, bewildered by these new directives, knowing that something was terribly wrong in Washington, and uncertain of where this was all going to lead. How could I calmly return to the section and do what had to be done without touching the panic button? Steve came bounding down the stairs behind me and, sensing my confusion and utter frustration, said: "You want me to tell the troops?" "Would you?" I said, sighing with relief. He took over immediately, using his best Jack Lemmon/Bert Parks manner. He called everybody together, told them we were having another Friday "visit" by the students from Poona (a nearby university town), and we would have to evacuate the place as soon as possible. The interviews on Saturday, he said, were still on, unless they were notified otherwise. Everybody smiled and suddenly snapped to, as though this had all been rehearsed dozens of times. Within two hours the place was cleared out completely, with most of the staff preparing to leave for the day.

At this point I went out to take a long, leisurely, expensive lunch for the first time since my arrival—at a nice, quiet French restaurant. I had a juicy steak and the biggest, coldest bottle of beer they could find. I heard, for the first time in Bombay, a real live pianist who looked at me and smiled. He seemed to know immediately where I was from, and, sensing my homesickness, played the most beautiful version of "Summertime" I had ever heard. I felt strangely calm and peaceful—a little mellow, really (that bottle of beer had been bigger than I'd thought!), when I returned to the office. I worked an hour or so longer and went home. We had weathered our first crisis pretty well.

What about the other side of my life in Bombay? How have I been faring there? Things outside the office have passed through several stages these past few weeks. Initially, I felt intimidated by the people in the crowded, congested streets, and primarily remained inside the first 10 days in the hotel and the first week or so in the apartment. Then I took a bus ride and started looking around in the shops. About that time I started *over*looking, to the extent that it was safe, all that I saw on the streets—even the red betel juice at every turn (as long as I could dodge its path, which I've done successfully so far). Why does everyone spit so much here? I started to look *up* rather than *down* on my walking jaunts, and gradually began to adjust to the unpainted buildings, realizing that some were new or had been recently painted, and that some of the ones that weren't were still rather interesting.

I had found my apartment rather cold and impersonal when I moved in, since this was my first taste of Government-furnished housing, and my things were not yet available. Then a friend came by and raved over the appeal of the apartment, even in its bareness. And that same day I

(Photo by the Times of India) □

looked out my 14th-floor balcony window for the first time *that* time of day (about 7 p.m.), across the way to the nearby Arabian Sea, and saw a huge ball of fire sinking slowly into the sea—*my first real sunset in Bombay!* Suddenly my apartment took on a special glow. Since then I have been rushing home every evening and, unless very exhausted, delaying that evening nap until the last rays of the sun have disappeared.

Some of my most interesting experiences here have occurred during my walking jaunts. One of the most fascinating things about the Foreign Service for me has been that one can lose one's identity abroad with such ease. I have no problem with my identity, mind you, but having inherited a rather vivid imagination from my mother, I do a tremendous amount of role-playing, especially when I'm feeling a little insecure, as one always feels those first weeks or month at a new post. In the States I can generally play only one role, have only one label. About the only distinctive trait that might surface there, aside from my two most obvious ones, is that I'm probably from the South, since there is a trace of a Southern accent (one friend referred to it as a drawl or twang) if one listens hard enough. Aside from that, I'm just another American.

In India, I'm not thought to be American ("If you're from America," the driver challenged me in halting English, on one of those rare times I encountered a friendly taxi driver in Bombay, "what happened to your hair?" I was sporting an Afro cut at the time.) So in India, I'm African. But for one who likes role-playing as much as I do, there are dozens of African roles to choose to play on this city's stage. Last Sunday, strolling along Chowpatty Beach at 8 a.m., I was a Kenyan princess exiled from her homeland. I could feel the weight of the basket of sisal on my head as I walked briskly along the beach, the burning sand beneath my bare feet. I realized later that I'd probably have to change that story line. How long had it been since Kenya had had princesses, if ever, and would princesses walk in their bare feet with sisal baskets on their heads? That was worth looking into, as it appeared I was going to use that role a lot.

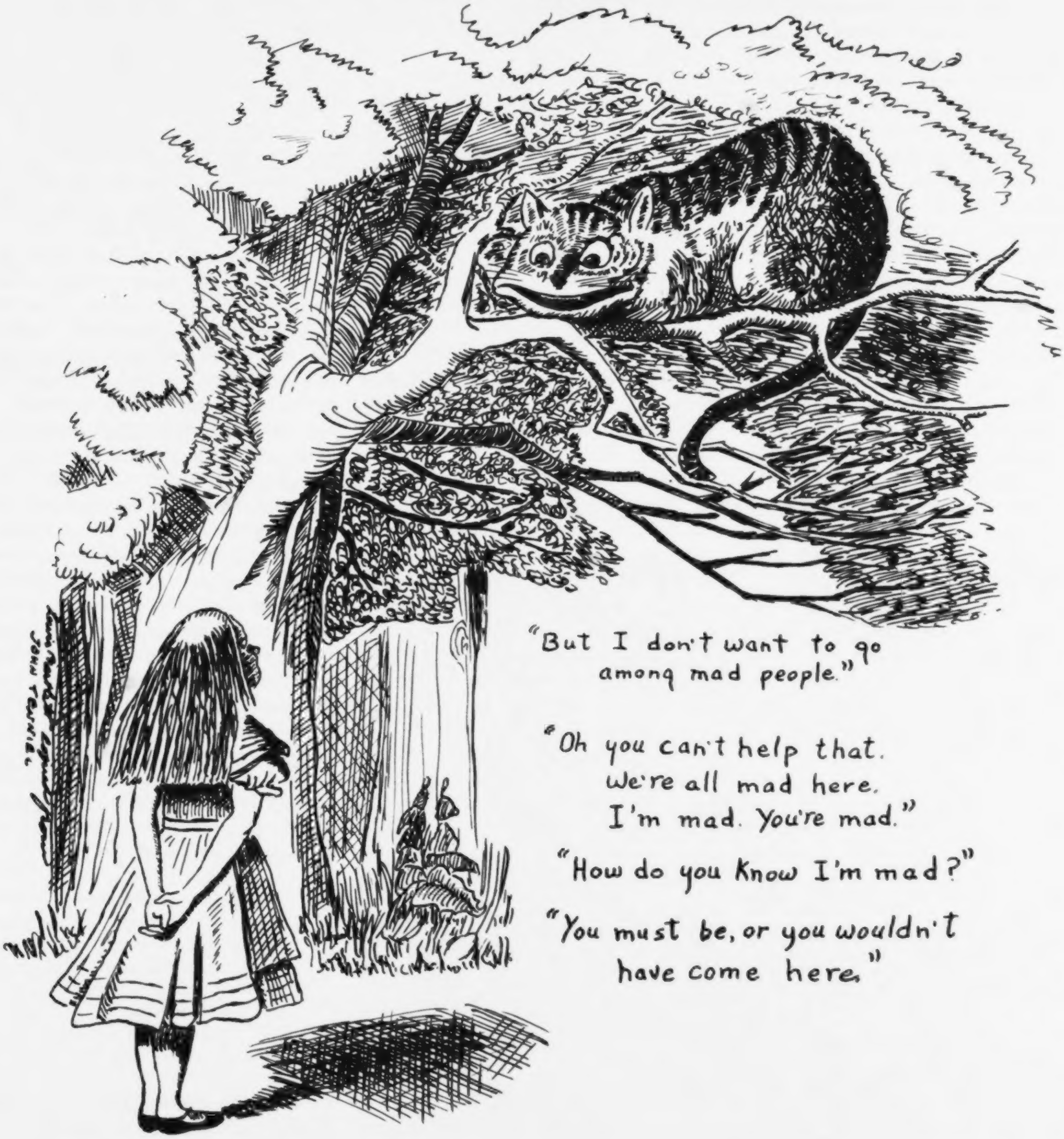
Things have been running quite smoothly in the office these past few days. My congressional backlog has been taken care of for now, thanks to a sudden burst of energy that seized me just before the arrival of the new consul general, J. Bruce Amstutz, and the able assistance of my senior Indian national in the visa section. I have always been impressed by the competence and dedication of our national employees abroad, and their subtle but effective way of orienting newly-arrived officers. I'm doubly impressed here in my role as an inexperienced supervisor, new to the job and to the culture I find here. And I've made the other officers at post a little sick, I think, lamenting the fact that their sections are not as "alive" as ours, and they don't have the joy of working with bright, young junior officers as I do. In all sincerity, I have found through my present job, and a previous one in the consular training program at the Foreign Service Institute, that this contact provides my most gratifying professional experiences in the Foreign Service.

It is Sunday again, and I have just gotten out of bed. I've gone to my window in the back and have flung it open to take in the early morning breeze. This is how I like the city best—sleeping—as it was when I first saw it. There are the sounds and stirrings of the birds in the wooded area nearby, and a faint tinge of pink in the sky. No doubt about it, this is a fascinating city—one of the great cities of the world. I lean out the window and look far into the distance, seized by a sudden dramatic impulse (Sunday being my most popular role-playing day). I have become Julie Harris as "The Belle of Amherst," exclaiming:

"I'll tell you how the Sun rose
A Ribbon at a time—
The Steeples Swam in Amethyst—
The News, like Squirrels, ran—
The Hills, untied their Bonnets—
The Bobolinks-begun—
Then I said softly to myself—
"That must have been the Sun"!

What about Bombay, Bob? Well, I just hope I can squeeze all the things I'm planning to do here into two years. Tomorrow, after work, I'm all set to walk from my flat up the hill to what, I think, are the ruins of an ancient temple that I saw in passing the other day. Can you believe that? A temple practically within a stone's throw. I'm to start Hindi lessons this week and tap dancing lessons next month. My first trip is set for Goa. And I've received my income tax-refund, so I'll be visiting Chor Bazaar (Thieves' Market) very soon. (My bargaining skills from Mexico should hold me in good stead.) And then later this week I have my first tea invitation—with an Indian journalist, no less. (I wonder how many visa referrals *those* cups of tea are going to lead to!) And, finally, since I don't have a TV and don't especially like the radio broadcasts, it looks like I'm going to be able to catch up on my reading (neglected since my college days) and rediscover the art of letter-writing and the job of letter-receiving. Looks like this is going to be a very busy tour—*a real change*, just as you said, Bob. *Namaste* (which means good-bye in Hindi). ■

Sagas of the Foreign Service—The First Assignment


"But I don't want to go among mad people."
"Oh you can't help that. We're all mad here. I'm mad. You're mad."
"How do you know I'm mad?"
"You must be, or you wouldn't have come here."
JOHN TENNIEL

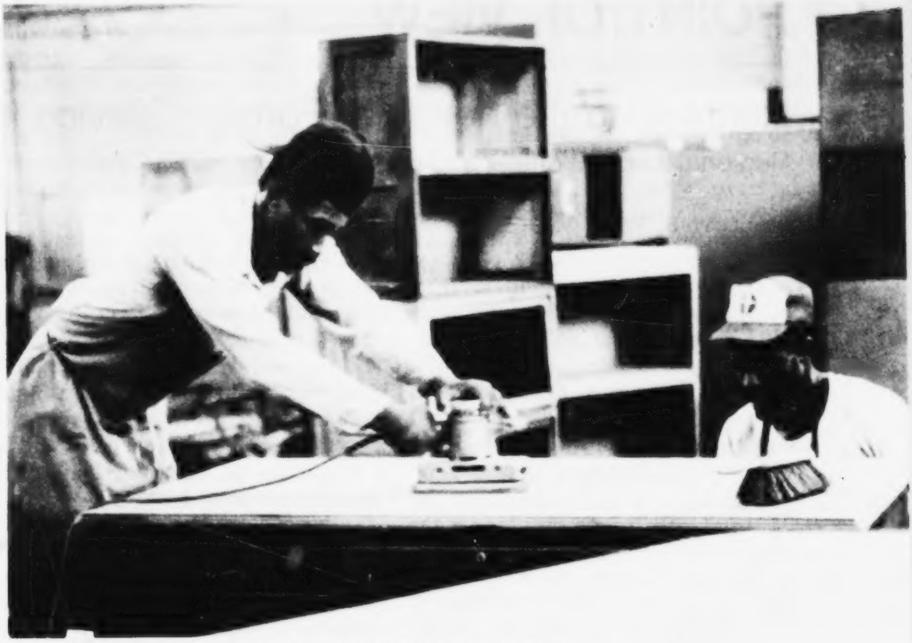
Old desks never die

THE DEPARTMENT'S discarded office furniture is being restored and put back into use at State by inmates of the D.C. Department of Corrections' Lorton Prison Facility.

"The Lorton furniture rehabilitation program saved the Department over $200,000 last year," says Lou Carlucci, property officer in the Office of Operations' Supply Service Center, at Springfield, Va. "Of the Department's excess furniture—that is, furniture that is damaged or has outlived its usefulness—we determine what can be fixed, re-upholstered or refinished. Then we send it to Lorton. If it's damaged beyond repair, I report it to the General Services Adminstration." But Mr. Carlucci has reported nothing as "damaged beyond repair" since the federal moratorium on purchases of new furniture was instituted earlier this year.

Mr. Carlucci and Bob Ninneman, chief of the Lorton Furniture Repair and Refinishing Shop, have designed a new base for damaged swivel chairs that saves the Government about $180 per chair, according to the property officer. "The wooden legs on the swivel chairs, which cost about $270 each, deteriorate so that the casters can no longer stay in place," he says. "By installing the new base, which has steel inserts, the chairs now can be repaired for less that $90 each. Bob and I are trying to get a patent on the base. I don't suppose we have much of a chance, but the matter is in the Legal Adviser's office right now."

The Lorton inmates not only do repair work, but also construct items to order. "For instance, the Executive Secretariat needed a four-foot-by-eight-foot table that would have cost about $1,500 if purchased through the General Services Administration," says Mr. Carlucci. "The Lorton metal shop built it for $750." ☐



Inmates sand desks for restoration.☐

***Lou Carlucci*, left, and *Bob Ninneman* display the chair base they designed for swivel chairs. *(Photos by Donna Gigliotti)*■**

POINT OF VIEW

Addressing the needs of Foreign Service families

Regional medical officer in Bogota roots for 'family unit'

By Lloyd S. Rotz, M.D.

From time to time, the Newsletter *receives contributions from employees which do not necessarily reflect Department policy. Publication of such articles, when they are accepted, is intended to contribute to discussion of issues, and does not imply concurrence or disagreement with the view expressed.*

THE TIME is long overdue for the Department of State at its highest levels to accept the fact that when it hires a Foreign Service employee, it is not just hiring an employee, it is hiring his or her family as well. With that employment, the Department assumes a responsibility to assist in fulfilling the basic personal needs of that family. For a variety of reasons, including budgetary restraints, congressional pressure, insensitivity and bureaucratic ineptitude, these needs are not being addressed adequately.

Dr. Rotz

The concept of hiring a family unit, not just the employee, must be accepted as policy and applied at the beginning—when a candidate is being considered for appointment. Full field background investigations are done on potential employees, but little if any attention is paid to spouses or children. Some people are emotionally not well suited to the inherent stress of living overseas. Children may have learning handicaps and/or unique emotional requirements which cannot be adequately satisfied living as an overseas transient. Because of this, the Department should initiate a program of psychological screening of all potential Foreign Service candidates, both employees and family. It further should evaluate all children for any latent learning disabilities. In this regard, the program should apply not only to pre-employment, but children should be evaluated at the preschool level and, periodically, kindergarten through 12th grade, to provide much needed information to parents on how they might best satisfy the educational needs of their children.

A program such as this may be dismissed by some as being too costly, and also as handicapping recruitment. This is not good logic. The Department presently spends a considerable sum of money on a program of pre-employment and periodic medical clearance examinations. The percentage of retrieval of disqualifying latent medical problems certainly has to bring into question the cost effectiveness of the program as it is presently structured. The addition of psychological and educational screening is every bit as important as medical screening, and the value of the entire program will be greatly enhanced by its inclusion.

There is no question that this screening program may make recruitment more difficult, but is that a legitimate reason not to screen? Is it better to place an emotionally unstable individual, who is well-compensated in familiar surroundings, in an environment which might predictably precipitate an emotional crisis? Is it better to place a child in an educational environment which cannot adequately satisfy the child's unique educational requirements? The answers are obvious. Further, it must be appreciated that, at best, these affected employees and families are unhappy, suffering silently while the employee is occupying a considerable amount of time attempting to solve his family's dilemma — time that should be devoted to productive Department responsibilities. And, at worst, these families can have a very detrimental effect on the morale of other mission personnel. This is infectious and can be devastating to the effectiveness and morale of a mission.

What are the needs of Foreign Service families? They are (1) A satisfactory education for children; (2) medical care support; (3) a well-structured orientation to a post; (4) current, reliable and accurate information in post reports; (5) a role for spouses; (6) logistical support.

Fulfilling the educational needs of their children is one of the primary concerns of Foreign Service parents. The pre-school and periodic testing of school-age children, as previously mentioned, would be very helpful in providing guidance to parents in how best to accomplish that goal. The overseas student has two additional problems that should be addressed. First, as a transient, the student must continually readjust to a variety of widely different educational environments. The Office of Overseas Schools should make a greater effort in reviewing and enlisting the cooperation of all the overseas schools used by Foreign Service personnel in providing more consistency in grading policies, curriculum, graduation requirements, educational standards, and extracurricular activities. Granted, many of these schools are private institutions and may not be receptive to satisfying the unique needs of Foreign Service children. If that be the case, that information would be available to parents prior to deciding on an assignment, not after the fact, as is now frequently the case.

The second problem is more confined to the adolescent age group. That is the lack of extra home activities at many posts. One of the needs of this age group is the opportunity to freely associate with peers in a meaningful and healthy environment. Teen centers have been established at some posts to satisfy this need; they have been very succcessful. This worthwhile program should be expanded worldwide. The ever present danger of drug and/or alcohol abuse in this age group becomes infinitely more manifested when adequate recreational opportunities are not readily available.

Ready access to competent medical care is vital to the well-being of the overseas Foreign Service family. Worldwide, there is great variability in the quality and availability of medical care. The Office of Medical Services has attempted to compensate for this by geographically narrowing or expanding a regional medical officer's regional responsibility, based upon the locally available medical care and need. Further, to provide medical support, regulations provide the options of medical evacuation to the nearest evacuation point for illnesses, hospitalizations and surgery, which in the view of the regional medical officer cannot be adequately cared for locally. Inpatient medical care is financially underwritten by the Department. Outpatient care is not. A variety of medications are stocked at posts to treat acute illnesses.

The Office of Medical Services has done much to service the medical needs of Foreign Service families, but it can do more. It must provide a more comprehensive orientation of regional medical officers to the unique medical needs of their specific geographic area of responsibility. It should provide more centralized direction, i.e., computerization of medical records to allow ready access to past medical information, uniformity in medications stocked at posts to minimize inefficient duplication and waste and to encourage development of at-post public health programs such as CPR cardio-pulmonary resuscitation training.

The Department should liberalize the regulations pertaining to medical evacuations, to allow treatment in the United States if that is desired by the patient and at no additional cost to the patient. Anxiety about treatment locally because of unfamiliarity plays a major role in the decision whether to have care out of the country. With this in mind, often the designated medical evacuation point is also unfamiliar to the patient and does not as a consequence deal with the reason for the evacuation in the first place. Medical evacuation to familiar surroundings in the United States, if desired, would greatly reduce the inherent anxiety related to any medical or surgical procedure.

If outpatient medical care were fully financed by the Department, there would probably be a much greater willingness by Foreign Service families to utilize local medical facilities. This would assist the Foreign Service family in feeling more comfortable being treated locally because of increased familiarity, and could reduce the necessity of medical evacuations. It may also reduce the need for the number of regional medical officers required worldwide.

First impressions of someone just met can take a long time to change. And so it is with the initial impressions a Foreign Service family forms on arrival at a new post. If the impression is a poor one, it will have a lingering negative effect on how they perceive that post. For this reason, it is imperative that a comprehensive, well-structured and personal orientation program be mandatory at all posts. It should attempt to provide detailed information on both the positive and negative aspects of life in that community.

Post reports are one of the first sources of information consulted by Foreign Service families when assignments are considered. These are relied on heavily in making a decision. Vital information pertaining to educational opportunities for children, available medical care and health problems, and life style in general is contained in these reports. Unfortunately, the post reports are not always current or accurate. This should not be allowed to continue. Basing a decision that effects the future of a family for a two-to-four-year period on erroneous information is frustrating and demoralizing. A responsible system must be instituted to provide current, reliable, accurate information on posts worldwide.

Many spouses need a role to play overseas beyond that of wife and mother, or presiding over and attending ceremonial functions. These spouses seek employment because of financial necessity, or simply the desire to follow a career that is personally rewarding. Presently, overseas employment opportunities are very limited for a variety of reasons, but most often because of host country restrictions. The Department should make a concerted effort to develop reciprocal agreements to liberalize the available employment opportunities for spouses. The benefits would include increased willingness of spouses to reside overseas, utilization of a variety of skills and professions by the mission and host country institutions which may be totally lacking locally, and an additional opportunity for Americans and host country nationals to develop personal relationships.

Excellent logistical support for Foreign Service families overseas should not be a sometime thing; it should be mandatory. There is an ever-increasing threat to personal security overseas and, with that, the needs for efficient, consistent, and compassionate logistical support increase also. An in-Department and worldwide review should be undertaken to correct differences and insure uniformity in the performance of this very vital function. This review should include the following:

(1) Transportation and storage of household effects and privately-owned vehicles to insure this is being handled in the most expeditious manner possible.

(2) Policy uniformity in access to warehouses for the selection of Government-provided furniture and draperies.

(3) Providing temporary transportation until arrival of privately-owned vehicle.

(4) An in-depth study of the possibility of Government-furnished personal transportation on a no-cost-to-Government, lease-to-employee basis. This would allow immediate access to personal transportation and negate the need for temporary transportation.

(5) The availability of affordable recreation facilities at each post. If

facilities are found to be inadequate to satisfy mission personal needs, funding should be forthcoming.

These areas, operationally, touch almost all offices in the Department. In order to adequately address them, a special office in the Department should be formed. This office should receive input from all the offices, bureaus and agencies, and should be given authority by the Secretary to formulate specific detailed recommendations to correct any and all deficiencies.

These are difficult times for the Foreign Service—with an ever-increasing threat to personal security overseas, with the decrease in the value of the dollar, and with the search for the good life in foreign lands more elusive. It is becoming an increasingly serious problem for the Department to staff overseas positions. The Department can do little to effect a change in terrorist activity or the rate of currency exchange, but it can and must deal effectively with the needs of Foreign Service families.

These problems must be realistically, compassionately and adequately dealt with in order to continue to attract families overseas. Programs targeted at solving these needs should be instituted as expeditiously as possible. The State Department, as is the case with any employer, strives to retain its most capable employees. The motivation to remain a Government employee should be not fear of loss of retirement benefits, nor fear of unemployability in the private sector, but a genuine desire by the employee and his family to serve his country and, at the same time, live a life that is culturally enriching, and follow a career that is personally rewarding. At the very heart of the Foreign Service are the employees and their families. If their personal needs are not fully addressed, the Foreign Service will be in jeopardy of losing its very best. If this happens, the effectiveness of our Government to implement foreign policy will be severely curtailed. This cannot be allowed to occur. ■

Blachly's September quiz: Middle names

BY FRED BLACHLY

(Answers on Page 15)

Most Presidents of the United States have been known by their first names, middle initial (if they had one), and last names. Only one President was known by his middle name: Woodrow Wilson, first name Thomas. In the case of Harry S Truman, the "S" didn't stand for anything. With Warren G. Harding, the "G" stood for Gamaliel. For James K. Polk, the "K" stood for Knox. Do you know the middle names of the 10 Presidents listed below?

1. Ulysses S. Grant.
2. Rutherford B. Hayes.
3. James A. Garfield.
4. Chester A. Arthur.
5. William H. Taft.
6. Herbert C. Hoover.
7. Dwight D. Eisenhower.
8. Lyndon B. Johnson.
9. Richard M. Nixon.
10. Gerald R. Ford. □

KAMPALA, Uganda—*June Halsted*, wife of deputy chief of mission *David Halsted*, pins a Superior Honor Award medal on him, conferred for his performance as chargé at the recently reopened embassy. The Halsteds' children are visibly impressed. From left, they are *Sarah*, *Davy* and *Teddy*. □

Ask Doctor Dustin

This is my last column before I leave for my next assignment as regional medical officer in Vienna. The new medical director is Jerome M. Korcak, M.D., who takes the reins of the Department medical program after extensive experience in family medicine and varied domestic and overseas assignments in the Foreign Service. Dr. Korcak has served with many of you in Yemen, Vientiane and Rangoon. He also has filled several positions here in the Office of Medical Services, including that of deputy medical director for the past two years. I urge you to "Ask Dr. Korcak" about the Department's medical program, and your questions about health or medical care. Information is essential to good health; there are no *stupid questions in this area. So ask your doctor, ask your regional medical officer or "Ask Dr. Korcak."* ☐

Q. WASHINGTON

I've had several breast biopsies in the past few years, fortunately benign. I've been told that I have fibrocystic breast disease and, as a result, I am diligent about examining my breasts and seeing my doctor on a regular basis. I've read in the paper about a doctor who thinks coffee may cause these lumps or cysts to develop. What do you think about this theory?

A.

This is only a theory; nevertheless, you may have something to gain and little to lose by cutting down your intake of caffeine. A limited research study (only a few dozen ladies were tested) has suggested a possible link between an ingredient of caffeine know as methylxanthine and the occurrence of fibrocystic breast disease. Since methylxanthines are found in substances other than coffee, the restriction of intake has to also include tea, colas, certain drugs such as APCs and, alas, chocolate. Absolute avoidance of caffeine certainly wouldn't harm you. Abstinence must be diligent, and maintained over a long period of time before results are noted—for example, at least several months. It's worth a try! In the meantime, I urge you to continue with your monthly breast self-examinations after your menstrual periods, and your routine checkups with your doctor.

Q. WASHINGTON

My mother's doctor advised her to get a flu shot this fall. Do you think this is a good idea in view of the big flap a few years ago with the swine flu shots?

A.

Flu vaccine *is* a good idea, particularly for the elderly and chronically ill. Perhaps your mother fits into one or both areas. Older or "high risk" people can have disastrous effects from a simple case of the flu, including pneumonia leading to death. We recommend vaccination for people who have chronic health problems such as heart disease, diabetes, kidney disease, emphysema, asthma, or other serious conditions. If you're considering vaccination for yourself, discuss this with your doctor. There is a very minimal risk with the shot, and this has to be balanced against the risk of getting the flu and its potential serious complications.

Q. EUROPE

Our four-year-old has stopped drinking milk. He just refuses. What can I do?

A.

You can relax. Milk has many important nutrients, including protein, which are readily obtained from other foods such as eggs, poultry and meat. Milk is, however, the best source of calcium, which children need for normal growth and development of their bones. At your child's age, the equivalent of two cups of milk a day is needed. I suggest you try alternate sources of calcium. For example, an ounce of cheese (except for cottage cheese or cream cheese) is equal to one cup of milk. Yogurt is another excellent source of calcium. And, on special occasions, you might wish to give your child lowfat ice cream, which is also a good source of calcium.

Q. CENTRAL AMERICA

A close friend is mailing this from another post. It's terribly important for me that my name and post be anonymous. My question is, does the Medical Division pay for abortions? And does it matter if you are overseas, med evac'ed to a nearby post, or assigned in the Department?

A.

No, the Department does not pay for abortions. Some health insurance companies cover this procedure. You should submit a claim directly to your insurance carrier.

Q. WEST AFRICA

I received a laminated wallet-size card with some details about my medical conditions just a few days after I arrived at post last month. My

wife and children didn't receive any such thing, although all of us got our medical clearance notices in the mail. We all had our physicals at the same time in your office, at the beginning of our home leave last June. Why the slip-up? Should I request the billfold medical reports for them, too?

A.

Our health card project was instituted in late spring to provide medical information for families assigned abroad. Your health card should be shown to the doctor or nurse who is caring for you at your post. The health card highlights existing medical problems (diabetes, high blood pressure, epilepsy, etc.), lists medicines regularly taken, enumerates past medical history such as major surgeries or serious illnesses, identifies blood type and Rh factor if a report of this is available in our records, and shows a copy of the current electrocardiogram. If you carry the card in your billfold, should an emergency occur, your card will have important data needed when you arrive at the hospital. At present, cards are being sent only to employees or dependents who have *limited medical clearances*—those who have a known medical condition which precludes their receiving a full clearance. The cards, in general, are not being completed on those who serve overseas with full clearances. The program is expanding rapidly and, as time permits, persons with full clearances are receiving cards. Had you stated that your wife, who has a full clearance, received a card also, I would have replied that time afforded us the opportunity to provide the card for her. Because of your chronic problems, you have a limited clearance. That's why you received a card and your family didn't! We hope you have a healthy two years and never have to use the card in an emergency!

Q.

SOUTHEAST ASIA

We've had a frightening increase in car accidents at our post in the past few months, including some really horrible injuries, hospitalizations, etc. What are the usual driving rules you people in the United States usually hear around Memorial Day, Labor Day, etc., when people are being cautioned about not becoming a statistic? Kind of miss those gloomy predictions out here in the boondocks!

A.

We've just finished Labor Day weekend. Here's what we were told: Buckle up; safety belts can save your life. Refuse to ride with drinking drivers. Avoid speeders and tailgaters. Cross streets only at the corner. Don't step out from behind parked cars. At night, wear light-colored or reflectorized clothing. Don't litter the roadway; bottles and debris can distract other drivers and cause tire blowouts. Drive with extra caution when the pavement is wet; allow greater stopping distance in front of you. Use low-beam headlights in rain and fog; they help you to be seen, and to see jaywalking pedestrians. Drive as if every child on the street were your own. ☐

DR. DUSTIN'S HEALTH HINTS

Travelers' diarrhea

Preventive measures and home remedies for overseas travelers' diarrhea are the subject of frequent inquiries. I wish to comment on questions about over-the-counter and prescription drugs to prevent or treat travelers' diarrhea. First of all, I strongly recommend that the traveler contact a physician, if possible, rather then attempt self-treatment if the diarrheal illness is severe enough to warrant medication. Secondly, the key to treatment for any acute diarrhea is rehydration (that is, replacement of fluids) by mouth or, in severe cases, intravenous sugar and salt solutions.

With regard to drugs, there have been some published articles about the use of an oral antibiotic pill doxycycline (Vibramycin*) taken during travel to prevent diarrhea. I find problems in recommending this. The drug has had only limited testing in certain geographic areas, and the results at this moment must be considered inconclusive. More importantly, the side effects are such that a person's chances of acquiring a more serious diarrheal infection are increased. That is, a susceptibility to other potentially quite serious kinds of diarrhea increases. In addition, a severe sensitivity to sunlight may occur while taking this antibiotic. We in the Office of Medical Services therefore do *not* recommend taking antibiotics to prevent travelers' diarrhea.

Drugs that slow down the movement of the bowels such as Lomotil* and Imodium* may provide symptomatic relief for people with severe belly cramps. These should, however, be used with caution by people who have diarrhea lasting more than two to three days, or by people with blood or mucus in their stools, or by those who have fever.

Kaolin-pectin preparations such as Kaopectate* may solidify the stools, but they do not modify the illness. Iodochlorhydroxyquin (Entero-Vioform* or Mexaform*) is not effective in preventing or treating travelers' diarrhea. In any case, it should not be used because of the risk of severe neurologic and visual side effects with prolonged use.

There is some evidence that Pepto-Bismol* may be of value in both preventing and treating travelers' diarrhea, especially when the culprit is the bacterium called *E. coli*. Large and impractical quantities are needed to prevent diarrhea. However, if Pepto-Bismol is taken at the first sign of diarrhea and continued in a dose of 1 oz. every half hour for 4 hours (an 8 oz. bottle), the severity and duration of the diarrhea may be decreased.

Prevention of diarrhea is the crux of the matter. Precautionary measures, rather than treatment or prevention with drugs, must be emphasized for international travelers. Specifically, when traveling to areas of the world where hygiene and sanitation are poor, eat only well-cooked foods that are piping hot. Eat only fruits that can be peeled. Avoid unpasteurized milk and all other milk products. Drink only water that has been boiled or adequately disinfected with iodine or chlorine compounds, or bottled carbonated water, or bottled or canned brand-name soft drinks, beer or wine. (Ice cubes made with contaminated water are as dangerous as the water.)

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*Trade names.

If prolonged or severe diarrhea occurs, despite these precautions, seek medical attention immediately! ☐

Alcohol Awareness Program

How drinking affected a Foreign Service marriage

The woman became an alcoholic. The man didn't know how to deal with it. In these paired articles, which they wrote expressly for the NEWSLETTER, *each recounts the experience from a separate perspective.*

BY A WIFE

LOOKING out of the plate glass wall of our hotel room here in Asia, I can hear the Pacific surf muffled by the sound of my husband's typing. I can interrupt him, converse with him and exchange ideas. I can enjoy the cool glass of pineapple juice near me. I can think clearly. I have health, a good marriage, and our daughter is all right now. But three and a half years ago, I was sick. I was a practicing alcoholic.

I began drinking in college in order to belong to "the crowd." Very early I recognized the mood changes it gave me—from self-consciousness to self-confidence, from ordinary emotions to euphoria, from discomfort to comfort. I could drink most men under the table—a socially-approved, high-status characteristic. I didn't know at the time that tolerance for alcohol is one of the first symptoms of alcoholism.

When I married M, I converted to Judaism—a religion which abhors drunkenness but sanctions drinking. I continued to drink. Then M joined the Foreign Service, and we went overseas. Before long, he became so ill that he nearly died. It was then that I became temporarily dependent upon alcohol, for the first time. I had a "good reason"—M's illness.

In the Foreign Service the "ideal Foreign Service wife" has to be able to "drink like a lady." This presents difficulties for the wife who is alcoholic, for she must hide her drinking. I controlled the drinking by never drinking more than two at any official function. But I would have a few before the event, and afterwards would unwind with cognac. I eventually began to take too many of these pre-party drinks and, more and more often, I had to beg off at the last minute, claiming I was ill with whatever the local gastro-intestinal upset was called.

Alcoholism is a progressive disease, eventually fatal. I know that now but I didn't know it then. I continued to drink more and more. I bought local liquor, usually vodka—vodka because I naively thought it didn't smell, and local because our allowance for commissary booze was insufficient. I began to see that I really needed it. Invitations for an evening out were great, because it meant someone's liquor. I started hiding bottles of liquor among the cooking wines in the kitchen.

I did all this but still I wasn't aware that I was in deep trouble. I didn't think anyone else was either. When

—(Continued on Page 30)

BY A HUSBAND

"MR. ___, you are requested to see the medical services director as soon as possible," said the message for me. I raced upstairs to the medical office. "Who's hurt?" I demanded.

"Nobody's hurt," said the doctor, "and we are not questioning the 'clearance-ability' of you, or your wife, or your 10-year-old daughter for another overseas assignment. But your wife had several drinks this morning before her 9 o'clock physical examination. Why don't you talk to her about this? If she is going to drink, she should be more careful about it."

I talked with J, my wife, that night in the spring of 1972, after fixing us one of our better batches of martinis. We didn't spend much time discussing the doctor's comments. Sure, we both drank a little from time to time. Occasional excess was fully warranted because of all the uncertainties that surrounded our "migrant worker" existence in the overseas American diplomatic community. Yet I did remember J's fracturing her shoulder when she slipped while out walking in Foggy Bottom. "Drinking again," I thought summarily. But I did nothing.

We moved to an African post. When J broke a toe slipping on a rug, I wondered again about her drinking. But I spent a lot of time away during that tour, on assignments in other countries. I realize now I was not really aware that J might have been drinking more than "normally" during my absences. What would I have done about it had I been aware?

During our home leave/transfer physical examinations, in Washington, two years later, one of J's liver tests proved to be abnormal. The State Department physician suggested that she take another test once we reached our assignment in the United States. The second test was even more abnormal than the first, and J thought it might be related to alcohol. So she stopped drinking for a while before repeating the test. The next time, the findings were normal. We celebrated with drinks.

It is clear, though, as I recall it now, how our family relationship deteriorated the next two years. Returning home from work, I would find J asleep on the living room couch or chair, with empty liquor bottles lining the kitchen sink. As our daughter grew to full-blown adolescence in a big city, we would blame her, or our relationship with her, for our own inadequacies. Or I would

—(Continued on Page 30)

—WIFE (Continued)

I did think about alcoholics I was disgusted. "I will never become an alcoholic like Daddy. Never, never will I become like him. I can take it or leave it. It's all a matter of willpower." But I read about heredity and alcoholism, and I was frightened.

Back in Washington in 1972 I had a pre-departure physical exam. The physician thought I had been drinking before my 9 a.m. exam; he put a note to that effect in my folder. The medical chief called M to ask whether I had a drinking problem. M asked *me* that night. "You don't have a drinking problem, do you?" "No!" was my answer. I was angry. I was an adult, it was *my* body, it was *my* breath that the doctor had smelled. Why did the doctor talk to his boss, who in turn talked to my *husband?* Why not to me? Men! I had found the alibi to deny that tiny voice that was telling me I needed to talk to someone about my drinking.

This episode illustrates a principal characteristic of alcoholism as a "family disease." M was "enabling," that is, supporting, aiding, and hiding my drinking by denying it. I, in turn, used him to support my own denial system. We had both become full-fledged riders on alcoholism's merry-go-round of denial.

Throughout this time I was taking extension classes, writing and publishing professionally, working in PTA, leading Brownie troops. But I was getting into deeper and deeper trouble inside. My relationship with M was deteriorating. On "a little high," I was vitriolic, picking word fights, blaming him and the Foreign Service for all my troubles. But I never mentioned the big problem—alcohol. Nor did he. Our house rule was the "no talk" rule. We never discussed my drinking.

At our next overseas post, I began conscious "controlled" drinking, spacing my drinks. I found more places for my liquor, even half-filling the wine bottles I used for the still lifes I painted. But I was functioning adequately—more or less. Back again in Washington, I broke my toe slipping on a throw rug, I cracked a hip in a fall on the ice, etc. All these incidents had plausible explanations—but all were related to the effect of alcohol on my bone structure, calcium metabolism and body physiology. Other things in the alcoholic mosaic: a piece of Thai silk never fit properly because I tried to cut it out after five or six drinks; phone bills mounted as my long-distance calls increased because I felt so lonely and misunderstood—telephonitis; I became obsessed with the need for a readily available supply of liquor—I memorized exactly the commissary hours, liquor store hours, which restaurants served at least wine, which friends always offered gin rather than iced tea.

Along came another assignment and another physical. The liver function test was slightly above the normal upper limit; I was told to have a repeat as soon as we arrived at our new Stateside post. Before the second test, I was scared. So I did what any alcoholic knows best to do. I drank continuously until midnight, the time beyond which I was to have nothing until the examination. The

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—HUSBAND (Continued)

dwell on J's "inadequacies"—her flipflop opinions, her forgetfulness (I learned later that she might have had blackouts, a kind of amnesia during intoxication, which is a symptom of alcoholism), her general failure to "understand" me.

We spent some time with a family counselor, talking primarily about our relations with our daughter. Alcohol was something that we preferred not to talk about with strangers. From time to time I would read an article on alcoholism and pass it on to J with a vague: "I wonder whether this article has relevance for us?" Sometimes we would discuss such an article a little, usually with drinks in our hands.

In Washington, in September 1976, my concern about J's drinking had grown stronger. Some friends came over from time to time, but they did not stay long. By Thanksgiving, most friends had "prior engagements." During this time, J insisted on having dinner ready for me when I came home from work. But I ate alone. For her, the calories in her liquor seemed sufficient. By this time, the haze through which we tried to communicate with each other became too thick to cut. I knew J had problems, but still I wasn't aware that her drinking was out of control.

Finally, in mid-January 1977, I drove alone to Florida on annual leave. I wanted to think about our future. After almost 22 years of married life, I began to ask myself whether I could stand even another year of it. I had read further about alcohol and other drug dependencies; slowly, I began to understand a little about problem-drinking as a disease—not as a sin, not as a lack of moral fortitude, but as a chronic, progressive illness that can lead to death or insanity if not arrested. I also realized that I loved J too much to watch her kill herself. "I cannot continue to participate in her destruction," I felt. "If she does not seek professional help, I will have to leave her. She'll have to die slowly without me."

J met me in Florida. I told her, awkwardly, what I was feeling. To my surprise, J agreed to seek help—on two conditions: (1) I must seek help first, (2) I must make sure that such action would not hamper my Government career.

Returning together to Washington, with trepidation, I called on the State Department's Alcohol Awareness Program. I learned that a diagnosis of alcoholism is handled by the State Department Office of Medical Services with complete confidentiality, that J's drinking would have no bearing whatever on my promotion potential, that J could telephone the program office on her own to arrange an appointment, that I myself should start attending Al-Anon meetings (which are held all over town, including at Wednesday noon in the State Department building).

J and I began going to our respective meetings the first week of February, she to Alcoholics Anonymous (AA), I to an Al-Anon Family Group, and both of us to open AA meetings.

—*(Continued on Page 31)*

—WIFE (Continued)

results proved to be five times higher than the first. I didn't know the body is able to metabolize only one ounce of alcohol per hour.

I was desperate. Somehow, intuitively, I knew that if I quit drinking, maybe for a month, I could pass the damn test and get my medical clearance. I stopped. After four weeks of abstinence, the liver function test proved acceptable. When I joyously broke the news to M that night, we celebrated with a batch of our best martinis.

Assigned back to Washington once again, I began drinking around the clock. I drank to oblivion. Oh, I shopped, kept our small apartment immaculate, and made M's meals ready on time although I seldom ate with him. When he came home I was passed out, "sleeping" in front of the television or on the hide-a-bed. I wouldn't admit to M that I'd had a single drink. I didn't go anywhere; I shut others out of my life, M included. I withdrew into myself more and more each day. The mirror reflected the alcoholic puffiness around my eyes and the dullness of my hair. I loathed myself. I'd say "what's the use" and go to the kitchen and have another drink. I didn't hide the liquor anymore. An opaque juice glass full of white wine was on the kitchen counter at all times.

In January, we planned a vacation to Florida, and M drove down alone first. When he picked me up at the airport, we drove to the motel and he sat down on the bed. He said we had to talk about my drinking. He said he couldn't sit by and watch me kill myself with liquor. I was sick and needed help. He talked as he never had before, making no accusations, showing no condescending pity, not using an authoritarian tone nor evincing that God-like quality of his I hated so. He was nonjudgmental. I knew he loved me, but I learned he was serious about leaving me if I didn't go for help.

I admitted finally to him that I had a drinking problem. With great ambivalence I agreed to go for help, but I bargained—saying I would go to the State Department's Alcohol Awareness Program if he went first and found out that it wouldn't jeopardize his career (as though my progressive alcoholism wouldn't affect it even more). Secondly, I insisted he must go for help himself. I reasoned correctly that if I was going to change within our marriage, he would have to make some adaptive changes, too.

The first day back at work, M made an appointment to talk with the program administrator. I went two days later. Immediately following my initial interview, I reluctantly attended my first AA meeting. It was a closed discussion meeting, one type of AA meeting attended only by declared alcoholics who discuss a topic related to maintaining sobriety. The people there were well-groomed, happy, healthy, warm and caring men and women. This I didn't expect. I had been primed to give my first name only when it came my turn, and to say "I pass"—the minimum statement for anyone present. Surprisingly, I found myself saying: "My name is J. I am an alcoholic." I had taken the first step toward recovery from alcoholism—admitting my alcoholism to another human being. M attended his first Al-Anon meeting the same day. (Al-Anon is an organization for those affected by another person's alcoholism.) We have both continued in our respective programs ever since. I am now a recovering alcoholic.

AA and Al-Anon have changed our lives. The people in State's awareness program and in Medical Services at State have been marvelously supportive, eliminating any real or potential bureaucratic hindrances to my recovery or to M's career advancement. I have learned not only that I can live fully among friends who can drink normally, but that I myself can have fun, hap-

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—HUSBAND (Continued)

At first, I attended Al-Anon meetings in an attempt to help J. But I learned early that she had to decide for herself whether she wanted to arrest the chronic, progressive disease of alcoholism. I could not make that decision for her. Much of what I had tried to do to help J only made sobriety for her more difficult.

I found that I could help *myself*, though. I began to realize I had problems of my own that I must try to resolve. Like a member of Alcoholics Anonymous, I learned as an Al-Anon member that I could not do everything myself. I needed the help of others, and I needed the help of something higher than myself.

In Al-Anon we try to learn using our positive traits to surmount our shortcomings. We learn it is our own example which will best carry these principles to relatives and friends of alcoholics. Finally, we try to learn that we can practice these principles for living in all our affairs, not only as they are related to alcoholism.

I have been trying to learn one major principle, this being that though I can suggest to others that they do things of which I approve, I cannot control their actions. Instead, I must accept those things that I can't change. I don't have to approve, but I must accept. Slowly, I have been learning not to find out whether J has "slipped" from her sobriety. This is her problem, not mine. I am trying to learn to stop "doing for others" tasks they should do for themselves.

Still, it is difficult. I can't condone certain behavior in others, and I find that I have to tell them so—but without condamning them. For example, an old friend of ours had started to drink heavily. I had to tell her that this was causing problems for others and for herself. If I had said nothing, the friend might have thought I was condoning her drinking. If, however, I had *condemned* her, she would have had yet another excuse to continue drinking.

Alcoholics Anonymous has been teaching both J and me that it's easier for an alcoholic to get sober than it is for him or her to *maintain* sobriety—one day at a time. The same holds true for us in Al-Anon: It's easy enough just to learn, but it's a greater challenge to *practice* what we learn.☐

—WIFE (Continued)

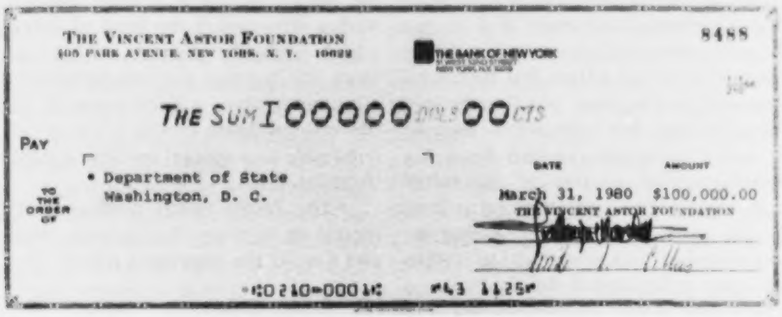
piness and love without needing to drink. I have come to think that I'm really O.K. It has been difficult to learn to handle pressures without the use of alcohol, but that is being accomplished.

All is not smooth, yet. Once, when I forgot the groceries I'd left on the commissary loading dock, I had to call M at his office to have him bring them home. Was he upset! I watched him checking the open liquor bottles, the first time he had "checked" on me in over a year. I could see what he was thinking: "The only explanation for such behavior is that she's drinking again." But, thanks to our respective programs, we were able to discuss it then and there, and this solved this problem, this time. Repeatedly betrayed trust mends slowly.

Through the grace of God, the strength of AA and M's loving support, I have not found it necessary to take a drink for 32 months. I had enjoyed the early years of my drinking, but the progressive nature of my alcoholism canceled the joy. Fortunately, sobriety is progressive, too, and now, as I remain in AA, my sobriety grows stronger, my living problems become more manageable, and my life becomes better and better. ■

NIAMEY, Niger—Vice consul *David Thacher* kicks off formal opening of the embassy's new health unit as nurse *Eugenia Wiley*, administrative officer *Edward Pohl* and Ambassador *James Bishop* render a diagnosis. AID officer *Jock Canly* is on right. Those with their backs turned just couldn't take it any more. ■

HONORS AND AWARDS



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FSO-3s could qualify for new $5,000 award

The Department has received a check for $100,000 from the Vincent Astor Foundation in New York to establish an annual award for Foreign Service officers in Class 3. The winner of the first award—$5,000 in cash and a certificate signed by Secretary Muskie—is expected to be announced before 1981. Deadline for nominations is October 15.

Mr. Dunn

The Department has expressed "great pleasure" for the generous endowment fund, and has thanked the donors, Mrs. Vincent Astor, president of the foundation, and her son, former Ambassador Anthony D. Marshall, the foundation's vice president. Mr. Marshall had served as the U.S. envoy to Malagasy Republic (Madagascar), Trinidad and Tobago, and Kenya.

Secretary Muskie has accepted the donors' suggestion that the awards be named in honor of the late Ambassador James Clement Dunn, one of the nation's most distinguished diplomats. Mr. Dunn, who held the rank of career ambassador—the highest rank in the Foreign Service—died on April 10, 1979, at the age of 88. He had served as assistant secretary of state, 1944-46, and as ambassador to Italy, France, Spain and Brazil. He retired in July 1956, after 36 years in the Foreign Service.

The Dunn Award will be given in recognition of "exemplary performance at the mid-career level" of the Foreign Service.

It will go to a Class 3 officer "whose record of leadership, intellectual skills, managerial ability and personal qualities most fully exemplifies the standards of excellence desired of Foreign Service officers."

A panel headed by Under Secretary David D. Newsom will review the nominations. The awards committee will also include Rozanne L. Ridgway, counselor of the Department, and Harry G. Barnes Jr., director general of the Foreign Service and director of personnel. The panel was to review each nomination and the candidate's official performance file to select the "most outstanding" officer. The panel will also seek to identify the officer whose accomplishments, capabilities and characteristics "best exemplify the highest traditions of the Foreign Service."

Only Foreign Service officers with State—at home or abroad—are eligible. Candidates may be nominated by any employee. Class 3 officers who have received the Department's Superior Honor Award in the preceding fiscal year will also be considered.

Nominations must be accompanied by a detailed description of the nominee's achievements and an assessment of the significance of the contribution he or she made to the "efficiency and effectiveness of the Department's objectives." □

Janet Lloyd wins 'Superior' award

Janet W. Lloyd, director of the Family Liaison Office from March 1978 until recently, has been presented the Department's Superior Honor Award for her role in the "creation and institutionalization" of that office.

Mrs. Lloyd

The citation noted that the Family Liaison Office, which she organized to meet the non-professional needs of Foreign Service employees and their families, has established a Skills Bank to help family dependents find employment; provided personal, educational and career counseling; and opened 81 overseas offices.

In nominating her for the award, Under Secretary Ben H. Read pointed out that Mrs. Lloyd's performance has been "superlative and unmatched in class." The recognition of the need for the office existed in certain parts of the Department, Mr. Read said, "but only thanks to her particular wisdom and diplomatic skills could she have pushed the causes she espouses so far and so quickly to benefit the needs of the Department, its employees and their families." □

MEXICO CITY—Consul general *Vernon D. McAninch*, right, receives Superior Honor Award from deputy chief of mission *John Ferch*. ■

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the NEWSLETTER *staff.* ☐

Separation for cause: grieved and denied

376—The grievant argued as wrongful a series of events occurring both before and after proceedings of the Board of the Foreign Service to separate him for cause. Remedies requested included reinstatement with back pay, retroactive promotion, expunction of allegedly prejudicial material from the grievant's personnel file, payment of legal fees, and correction of an allegedly inaccurate medical diagnosis.

He contended that regulations were violated when he was evacuated from Post A to Washington for a fitness-for-duty examination. Even if the regulations for such psychiatric examinations were not controlling, other regulations governing special medical examinations were used to punitive ends, the grievant argued.

The board noted that the regulations governing fitness-for-duty examinations are subsumed under those covering Foreign Service disability retirements. It was clear to the board that the grievant was not applying for a disability retirement, nor was the agency ordering him to take an examination for such purpose. The board was fully persuaded that the decision to evacuate the grievant was reached with justification and appropriate medical advice.

The grievant maintained that his directed transfer back to Post A in the aftermath of the psychiatric examination interpreted narrowly and to his disadvantage a recommendation of the agency's medical office that he not be returned to the same position he occupied before his evacuation. Instead of being assigned, as had been his understanding, to one of the other U.S. Government installations at Post A, the grievant complained that he was assigned to a new position within the same office and there was little or no change in his work environment. Moreover, the greivant argued that knowledge of his psychiatric exam and the events precedent to it had become known and handicapped his efforts to ease unobtrusively back into the office routine.

The board found here that the recommendation concerning his reassignment had been minimally met, but that there had been no violation of regulation.

The grievant further claimed that his transfer back to Washington several months after his reassignment to Post A constituted reprisal for his protests over the role he perceived played by a post management official at a meeting of a local chapter of the agency's exclusive employee bargaining unit. The grievant contends these protests were ignored, he was not permitted to report his reactions through diplomatic telegraphic channels; separate cables sent to the agency about the meeting by the union representative and the ambassador were inaccurate; and the ambassador's cable dismissed his complaints as harassment, and demanded that the grievant be transferred as a consequence.

The board found that no convincing evidence was presented in support of the grievant's contention that the transfer represented reprisal. Moreover, the board found that the allegation of unfair labor practices surrounding the union meeting was not an issue it could legally address, but indicated that such was properly an issue for another forum if union, grievant, or agency wished to so proceed.

Finally, the grievant claimed that the agency failed to comply properly with a directive of the head of agency which made the grievant's separation from the Service for insubordination contingent upon a determination that the insubordinate conduct was not attributable to a mental or other medical disorder.

The board found nothing in the record to support the various claims and denied the requested relief. ☐

'Repetitive' mention of medical problem

438—The grievant sought the removal from his file of an allegedly defective evaluation report. He claimed that his rating officer did not formally discuss his performance or the evaluation report with him, or give him a copy of the evaluation report prior to the grievant's transfer to Washington for medical reasons. The grievant contended that these latter actions had been clearly possible while he was in his office preparing to depart post. He also noted that the evaluation report contained "gratuitous and slanted criticisms," which, while not being grieved, illustrated how he had been denied due process by the rating officer.

During compilation of the record, the greivant moved that the agency's submission of an explanatory letter from the rating officer about the grievant's medical problem was unlawful and irreversibly prejudiced the grievance. The grievant argued that the board should either rule in his favor as a consequence of this act, or alternately take certain steps to insulate the contents of the disputed letter from the board panel which would decide the grievance. Responding, the board dismissed the grievant's motion. It found that the agency's submission facilitated an understanding of the circumstances surrounding the drafting and issuance of the disputed evaluation report, and ruled that the inclusion of the letter was not a violation of law or regulation.

The agency maintained that the

rating officer discussed the grievant's performance with him during the rating period, although perhaps not in a formal sense. It further claimed that the alleged failure of the rating officer to prepare or discuss the evaluation report itself with the grievant happened because his unanticipated departure coincided with the end of the rating period, and the conditions of his departure precluded any discussion of performance or preparation of an evaluation report at that time. The agency maintained that the grievant had received sympathetic treatment of his performance and that no procedural errors occurred which warranted the removal of the evaluation report.

The board found that the grievant's contentions about the procedural shortcomings in the formulation and discussion of the evaluation report, while having some validity, did not, in and of themselves, justify the remedy sought. While agreeing that there may have been a failure to conform literally to the regulations about supervisor/subordinate discussions during a rating period, the board was not assured that the circumstances surrounding grievant's departure from post would have permitted meaningful discussion of the draft evaluation report or provision to grievant of a final copy of that document.

The board did find that the repetitive references to the grievant's medical problem in the evaluation report, although not expressly being grieved, were clearly in violation of relevant regulations, and their expunction was warranted. The board held, moreover, that a fragmented evaluation report thus excised would serve neither the interests of the grievant nor the agency. Accordingly, the entire evaluation report was ordered removed. The board noted that the remedy was less than perfect, but it was the most equitable one available. ☐

Regulation on age is held defective

447—The grievant contended that an agency regulation which requires those applying for lateral entry to the Foreign Service officer corps at a certain level be no younger than a certain age constitutes a violation of the equal protection clause of the Constitution; that the disputed provision is invidious because it is a shifting standard changing from year to year; and that it discriminates against Reserve officers because there is no age barrier that prevents a Foreign Service officer/Foreign Service information officer (FSO/FSIO) from being promoted to the next-higher class. As relief, the grievant sought a waiver of the regulation and entitlement to take the examination appropriate for a certain level, the results of which, along with other considerations, would be used by the Board of Examiners in determining whether to recommend his application for lateral entry to the officer corps.

The grievant argued that the rationale claimed for the age barrier provision—that of preventing the injection of newcomers into the mid-level and senior ranks who, in addition, would be younger than anyone—was little more than a synonym for a closed-shop practice. Moreover, grievant claimed that the remedy he sought was justified on equity grounds alone; and he argued that the board need not reach the question of whether the regulation was invalid or subject to a waiver. He noted that his current assignment to a position classified at the rank to which he sought lateral entry was based on the expectation that such conversion was feasible and, barring such conversion, he would experience substantial loss were he to retreat to an FSS classification or a lesser FSO rank upon the expiration of his Reserve officer appointment.

The agency argued that the age barrier provision is not in violation of any law, is not unfair, and has a clearly rational basis. Moreover, the agency noted the regulation was added at the behest of the union representing the agency's Foreign Service employees, and that removal of the regulation would require union concurrence.

The union submitted a brief in elaboration of the agency position. It argued that Section 517 of the Foreign Service Act of 1946, as amended, authorizes consideration of each candidate's age, and that such consideration was not in conflict with other federal regulations barring age discrimination, since the affected employee must be at least 40 years old to be thus converted.

The union further argued that Civil Service promotions are faster than Foreign Service promotions; not all Foreign Service employees who are capable of performing work at the next-higher level or who have performed such work are accorded promotions; the grievant's rapid promotion to date was not through the Foreign Service ranks; it is "practically impossible" that the grievant is more qualified for lateral entry than the other officers competing for that position; that the Foreign Service system is totally subverted when an employee is permitted to move into a senior level of service by lateral entry, when he could not have accrued as much experience as many mid-career officers already in the Service; to deny the grievant entry to the class he seeks does not deny him anything to which he has a right. To

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You know it's going to be a bad day when . . .

(Reprinted from This Week in Lisbon, newsletter of Embassy Lisbon)

You wake up face down on the pavement.

Your twin sister forgets your birthday.

You want to put on the clothes you wore to the party, and there aren't any.

Your wife runs off with your clone.

The sun comes up in the West.

You wake up and your braces are locked together.

You put both contact lenses in the same eye.

Your blind date turns yout to be your ex-wife.

You wake up to discover your water bed has broken, and then you remember you don't have a water bed.

You put your bra on backwards and it fits better that way.

Your bar of Ivory soap sinks. ☐

permit him entry will deny many deserving officers the opportunity of competing for promotion, since the grievant would encumber one of the very limited number of grade slots.

In its resolution of the case, the grievance board noted that Section 517 of the act directs the Secretary of State to "take . . . into consideration the age, qualifications, and experience of each candidate for appointment. . ." But the law nowhere makes age a precondition which must be satisfied before any weight can be given to qualifications and experience. The board concluded that the extent to which the regulations limit the inquiry to one factor alone, such as "age," contradicts the very purpose of Section 517, and improperly denies an applicant a chance to be judged on the basis of "qualifications" and "experience," as well as "age." The board found that the law was broadly written so as to allow flexibility and discretion in the selection of people for lateral entry into the Foreign Service officer corps. The board accordingly found the regulation defective and ordered that the agency permit the grievant to take the appropriate examination for lateral entry into the class to which he had earlier sought admission. □

Living quarters allowance

454—The grievant complained that administration of the living quarters allowance (LQA) caused him to lose money because of the time lag between the date the allowance is adjusted to the fluctuating exchange rate and the time it is actually paid to the employee; that the system is inequitable because employees in Government-leased quarters do not incur the same losses; and that the method of adjusting the LQA does not meet the stated policy for such allowances. This policy stipulates that the LQA is to cover expenses fully for 50% of the employees, and cover the large majority of employees for 90% of their expenses. Here, the grievant contended that statistical logic shows that such standards cannot be met if the rate of exchange at which an employee cashes his check is less than the rate at which the allowance was computed. As relief, the grievant asked for reimbursement for his past losses, and improved management to prevent the occurrence of such losses in the future.

The agency argued that there had been no clear showing that the grievant had experienced a net long-term loss in LQA payments. While admitting that he could show losses for discrete periods, it did not agree that the grievant had incurred undetermined losses over a significant period. It argued further that there were too many variables which would have to be established before a determination could be made as to whether the grievant had lost or gained. Included among these were the length of time under consideration, actual dates and rates at which the employee exchanged currency, possible variations in controllable utility usage levels, possible variations in any other allowable controllable allowance expenditures, and possible effects and relations of amounts received by a working wife as quarters allowance during the established period of time.

The agency also contended that the existing system used to compute the LQA is fair and equitable and not in violation of any law or regulation; any change in the system of computing the LQA was not possible because of the need to have the concurrence of the other U.S. Government agencies which have employees stationed overseas, most of whom work for the Department of Defense; finally, that a change in the allowance system would quite likely draw critical comment from the Office of Management and Budget, the General Accounting Office, and the Department of Treasury and perhaps Congress itself.

In weighing the arguments of the parties, the board was not persuaded that agency efforts to meet the problem are so inadequate as to justify the remedy sought. The board noted that special efforts had been made to offset currency conversion shortfalls in at least two ways. Some LQA coverage standards were increased and, since 1979, the allowance rate has been computed biweekly rather than monthly. While the board could not fault the agency for any violation, it noted that LQA standards were vague, that the grievant did incur short-term financial loss, and that the agency appeared to be reluctant to change its procedures in order to ameliorate such loss. The board found that a more direct, forthright and timely adjustment of LQA is required, and although it denied the grievance, it urged that means to improve the management of LQA in periods of rapid currency fluctuation be studied with renewed seriousness. □

Candor in evaluation report becomes issue

468—The grievant sought removal from his performance file of criticism by a selection board that he had shown a "lack of candor" in an efficiency report he had written on a subordinate. The criticism cited three factors. First, the subordinate's weaknesses had only been alluded to rather than fully documented, as was done in reports by other rating officers of the subordinate. Here, the grievant argued that the quality of an evaluation report depends upon who does the rating and when the rating is done. Individuals perform differently under differing supervision and at different times in their careers. To fault a rating officer for not saying the same thing about his subordinate with the same degree of emphasis as other rating officers was clearly improper, the grievant maintained. The grievance board agreed.

Second, the criticism also faulted the rating statement for its alleged variance with the statement of the reviewing officer. The board found no evidence to support this complaint. The reviewing officer had written that he agreed with the observations of the rated officer, and at no point suggested that the grievant's rating was incomplete. Nor did the post's review panel indicate that the evaluation report was internally inconsistent. Moreover, the reviewing officer, who was also the grievant's rating officer, had taken no exception to the grievant's rating of the subordinate in the grievant's own evaluation report.

Third, and finally, the selection board cited a career appraisal of the subordinate in which the grievant was alleged to have agreed with his rating officer that the subordinate did not have the potential to compete up to and including Class 3. The grievant persuaded the grievance board that his views were only partially reported by the rating officer, and that, in fact, while the grievant had admitted in response to a direct question by the rating officer that the subordinate would not make Class 3, the grievant did state that the subordinate could in fact perform acceptably at Class 5 and 4, by which time the subordinate planned to retire.

The board found the selection board erred by relying on the appraisal statement to credit the greivant with total agreement to the rating officer's views of the subordinate's potential. The board found no convincing evidence that the grievant wrote in the evaluation report something other than what he believed or allegedly admitted to the rating officer, or that grave deficiencies in the subordinate's performance were otherwise glossed over. Accordingly, in the absence of any firm basis within the criticism to conclude that the grievant lacked candor, the grievance board ordered the disputed document removed from grievant's file.

Was honor award 'missing'? A—No

497—The grievant complained that a promotion panel, in reviewing his performance file, did not have a complete picture of his qualifications because, *inter alia*, a Meritorious Honor Award (MHA) was missing from his file. He argued that he was wrongfully denied the MHA because his superior officer [Official X] at a post abroad made an oral commitment to give him the award. As relief, he asked for a retroactive promotion or, at the least, an extension of time-in-class. The board denied the grievance on these grounds:

—Testimony in the record conflicted as to whether the idea of an MHA for the grievant originated with Official X as the grievant alleged.

—Once Official X heard about the proposed award, he concurred in the idea. This was not tantamount to saying he agreed sight unseen to sign and award nomination. Moreover, he did not make any personal commitment to the grievant.

—Official X refused to sign the nomination because the grievant was being nominated for performance prior to Official X's arrival at post. He could not attest to this performance, he said. That view, absent some earlier commitment, cannot form the basis for a finding of arbitrary or capricious action.

—Official X also did not deprive the grievant of a right to which he was entitled by law or regulation. It follows that the absence of an MHA from his performance file in these circumstances was not improper. No such award had been issued.

The grievant also contended that a special memorandum on his performance for three months at post was not seen by the same promotion panel. Based on notations on the face of the document and the agency's evidence on panel procedures, the board found it fair to presume that this memorandum was routinely reviewed by the panel.

Finally, the board found no merit to the grievant's third claim, that a page from a performance rating five years previous was out of place in his file. In the board's opinion, there was no conclusive evidence that the page was misplaced when the promotion panel looked at his file; and even if it were, the misplacement would have had no negative impact on the grievant's competitiveness. ☐

'Re-arguing' is not allowed

510—The grievant claimed that the agency failed to place a remedial statement issued by the grievance board for a previous grievance in a prominent position in his personnel file. As a result, he contended, a selection board failed to note the statement in its deliberation. He believed that this alleged error unfairly prejudiced him for promotion.

The agency found no basis for granting him the administrative promotion he requested. It noted, however, that the grievant was on the next promotion list.

Subsequently, the grievant withdrew the requested remedy involving the relocation of the remedial statement. But, at the same time, he requested an additional promotion on the ground that he would have reached the next-higher rank had it not been for the improper efficiency report which had remained in his file for eight years before its removal.

The board found that the agency had complied with the board's instruction to insert the remedial statement in the grievant's file in place of the defective efficiency report. The record contained no definite proof as to whether or not a selection board had seen the remedial statement. Even assuming a review had taken place resulting in a higher ranking, the grievance board was not persuaded that he would have been reached for promotion in that year.

Because neither of the alleged improprieties had been established, the board denied the grievance and the request to recommend another promotion. It decided that the grievant was merely attempting to re-argue his previous grievance with no fresh evidence or basis for the board to amend its previous decision. ☐

Reorganization ruled unfair by board

511—The grievant alleged that a reorganization of his office, implemented by his bureau chief prior to the prescribed approval of agency management, acutely disadvantaged him in a early phase of a four-year Reserve appointment. He further claimed that his filing of a grievance about the situation resulted in the retaliatory termination of his time-limited appointment.

The agency, in turning down his grievance, argued that his termination was based on a finding that his services were no longer needed; that he had been considered for other positions in the agency; and that the determination that his skills were no longer required was a managerial prerogative and nongrievable. The agency did concede that the employing bureau had undertaken a reorganization without obtaining the necessary approval, but denied the grievant's allegation of retaliation.

The board found that the manner in which the reorganization had been effected was unfair to the grievant. A major feature of that reorganization had been the merger of the office which the grievant had originally directed and a parallel office with the same subject matter headed by a career officer with ambassadorial rank. Before the merger was announced, the ambassador announced his retirement. The grievant asked to be considered as a replacement, pointing to his acknowledged credentials in the field, as well as his citation by the agency as a high-ranking minority employee in an equal employment opportunity plan. Shortly thereafter, the ambassador was replaced by his own candidate, an FSO of the same rank as the grievant's, but with no recognized expertise in the field. According to a former executive officer of the bureau, the reorganization had merely relocated the staff and not altered its functions. This testimony, in the board's view, ended the agency's contention that the grievant's services were no longer needed.

The board concluded that grievant's termination as a result of office reorganization had been improper. The evidence presented to the board was convincing that his bureau had clearly violated regulations in preparing evaluation reports covering only seven of the grievant's 26 months of assignment to that bureau. The board also noted that the bureau abruptly abandoned efforts to find other bureau positions for the grievant *after* the grievant made a formal complaint to the agency. The board found the grievance meritorious and ordered the grievant's reinstatement with appropriate back pay and benefits and his assignment to an appropriate position. □

Was open assignments policy violated?

520—Following his refusal of an assignment, the Foreign Service officer in the instant case grieved that the agency, in its illegal disregard of its contractual commitments under the open assignments policy, did not give him an opportunity to express his preferences for assignment before assigning him to a post he had repeatedly informed the agency he objected to because of the lack of potential employment for his spouse. The grievant possessed hard-language qualifications for the designated post and had received step increases for this proficiency. The agency had made the assignment more than a year in advance of his eligibility date for transfer, thereby, he felt, eliminating his participation in the open assignments process.

The agency argued that the open assignments policy is meant to encourage employee participation in the assignment process, but that the agency is only committed to "consider" the employee's assignment preferences, which the agency had done in this case.

The board noted that under the open assignments policy, the agency is obligated to list designated vacancies "projected one year in advance," and to provide appropriate forms for employees to submit their preferences for assignments. However, the board found that these procedures do not prohibit the agency from making an officer's next assignment more than one year in advance of the officer's availability for reassignment; or that the procedures prohibit the agency from making an officer's next assignment before the officer has had the opportunity to submit any assignment preferences. Nor did the board feel that the regulations prevent an officer from submitting more than a year in advance of the officer's availability for reassignment any assignment preferences that the agency will consider equally with the preferences of other officers, except a preference for an assignment for which an officer is language-qualified. It was the board's judgment that, based on designated vacancies, the grievant did not have a full opportunity to express his preferences for assignments between the time the agency assigned him a year before he was due for transfer. The board found this action on the part of the agency to be premature and a technical violation of the procedures, but the evidence was overwhelming that the agency had acted in good faith and that the agency is not bound to the "time table" on announcements. Also, since he was already language-qualified for the assignment, there was no prejudice to the agency's requirements to wait until a year before his eligibility date to make a decision on his next assignment.

The grievance was denied, but the board noted that the agency had left the impression that it regards the open assignments agreement as little more than a gesture to its employees, and that there is no restriction on the agency in assigning an employee where and when needed. The board pointed out that this is not so, and reminded the agency that it is committed through the contractual agreement to certain responsibilities to its employees. □

Education allowance is denied

522—The grievant complained that, as a result of inadequacies in the educational program at the post school, his child would receive an inadequate education in the eighth grade. He asked that he be given an education allowance to cover tuition for his child at some other school at post.

The agency denied the grievance on grounds that intensive efforts were being made to correct the documented shortcomings of the post school and that, in any event, the school was found to be "adequate" as defined by regulation.

To support his claims, the grievant relied heavily on a special study of conditions at his post's school. However, that study dealt almost exclusively with the quality of education in the high school, and no fault was found with kindergarten through Grade 8. The study said "the elementary school program was praised and considered satisfactory." For that reason, the grievance was denied. ■

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. Automatic deductions mean automatic savings.

FOREIGN SERVICE FAMILIES

Family courses being offered

September and October programs are being offered at the Foreign Service Institute for members of U.S. Government families. The courses, which are tuition-free, include:

FAMILY WORKSHOP. Two-week seminar covers the current American political, social, economic and artistic scene, cross-cultural communication, global interdependence and other topics of importance to families interpreting the United States abroad, or rejoining the American mainstream. It suggests techniques for understanding foreign cultures or placing recent foreign experiences into perspective. It reviews essential information on moving, adapting and coping. Speakers for the seminar are drawn from metropolitan universities, the State Department and the staff of the institute. *September 15–26, 9:15 a.m. to 3 p.m.*, and *October 20–31, 9:15 a.m. to 3 p.m.*

RE-ENTRY. Saturday seminar defines many of the stresses experienced by singles, couples and children on return to the United States from an overseas tour. Participants explore techniques for accelerating their adjustment to a home assignment. *September 27, 10 a.m. to 3 p.m.*, and *October 18, 10 a.m. to 3 p.m.*

CAREER COUNSELING. Maintaining career continuity in the face of Foreign Service mobility is a topic of concern to many spouses of foreign affairs employees. This seminar, led by experienced career counselors, explores long-range planning, skill identification, resume writing, interview techniques and career alternatives. *October 14–17, 9:15 a.m. to 3 p.m.*

ENGLISH TEACHING. One-week course provides an introduction to materials and methods for the teaching of English as a foreign language. Participants acquire the basic skills necessary for setting up English classes abroad, or for carrying out an individualized program for private tutoring. The class is presented in cooperation with the English Teaching Division of ICA. *October 6–10, 9:15 a.m. to 1 p.m.*

Employees and/or family members who wish to attend should telephone the Overseas Briefing Center at 235-8784 to arrange for a Form DS-755 to register enrollment. □

TOKYO—*Jo Hahn*, front row, second from left, is the new Community Liaison Office coordinator. From left, seated, are: *Stephanie Johnson*, Mrs. Hahn, *Maureen Mansfield*, *Rhonda Fox*, *Mary Ellen Piez*, *Mutsuko Brooks*. Back row: *Julia Kuroda*, *Mieko Miller*, *Joanne Garrity*, *Mickey McGuire*, deputy chief of mission *William Sherman*, *Leona Anderson*, *Eunice Mohri*, *Gayle Saunders*. □

Academic credit for volunteer work

American University is offering a new program that grants up to 30 hours of college credit for out-of-classroom learning. The program evaluates life experiences, both paid and volunteer, and assigns academic credits for them, shortening the time and finances required to earn a degree. Participants range from professionals seeking a career change to housewives returning to the workforce, or persons seeking knowledge for their own satisfaction. Those interested should call the university's Division of Continuing Education on 686-3405. ■

Secretary reaffirms support of Reserves

Secretary Muskie has reaffirmed the Department's policy of support for the National Guard and Reserve, assuring that "our employees' job and career opportunities will not be limited or reduced" because of their service in the forces. Employees will be granted leaves of absence for military training in the Guard or Reserve "without sacrifice of vacation time," he said.

Mr. Muskie noted in a recent statement that the National Guard and Reserve are "essential to the strength of our nation and the maintenance of world peace," and "require and deserve the interest and support of every segment of our society."

"In the highest American tradition," he said, "these Guard and Reserve forces are manned by civilians. Their volunteer service takes them from their homes, their families and their occupations. On weekends, and at other times, they train to prepare themselves to answer their country's call to active service in the United States armed forces." □

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*Oct.*	*Nov.*	*Dec.*	*Length of course*
Administrative training				
General Services Operation	27	—	—	3 weeks
Budget and Financial Management	6	—	—	6 weeks
Personnel Laboratory	—	—	1	3 weeks
Seminar on Terrorism	6,20	3,17	8,15	1 day*
				*may be subject to change
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	14	—	—	4 weeks
Consular Employees Professional Seminar	—	10	—	2 weeks
Executive development				
Advanced Television Workshop	—	—	11*	3 days
Executive Performance Seminar	—	16	—	5 days
Supervisory Studies Seminar	19	—	—	5 days
Listening/Interviewing Techniques Workshop	6,16*	—	—	2 days
Overseas Supervisory Workshop	—	—	7	5 days
				*tentative
Political training				
Techniques of Negotiations	—	—	1	1 week
Science and Foreign Affairs	6	—	—	4 days
Analytic Reporting Skills	—	11	—	2 weeks
Intelligence and Foreign Policy	14	—	—	1 week
Orientation				
Foreign Service Secretarial Orientation	—	17	—	5 days
Departmental Clerical Orientation	14	10*	8	5 days
Departmental Officer Orientation	27	—	2	2 days
Foreign Service Orientation	27	—	—	1 week
				*tentative
Foreign Service Officer Orientation	—	10	—	7 weeks
Secretarial skills				
Human Relations and Secretarial Office Procedures	—	12	—	8 days
Clerical training				
Art of Dictation and Transcription Workshop	24	21	—	3 hours
Communication skills				
Reading Development I	16	—	—	4 weeks
Reading Development II	6	—	—	4 weeks
Courses for managers				
Effective Writing in International Affairs	—	10	—	6 days
Effective Oral Communication for Managers	—	6	—	4 days
Workshop for Foreign Service families				
Workshop for Foreign Service Families	20	—	—	2 weeks
Career Counseling	14	—	—	3 days
Community Skills	—	3	—	1 week
English Teaching Seminar	6	—	—	1 week
Re-entry	8,18	5,15	—	1 day

—*(Continued on next page)*

Defense Department offers computer courses

The Department of Defense Computer Institute has announced orientation courses designed to aquaint officers with the application, operation and selection of digital computer systems. The courses provide a comprehensive view of the computer field, and are directed to (1) teaching the fundamentals of digital computer capabilities, applications and limitations, (2) planning and implementation of new computer systems and improving existing systems, and (3) planning and operating systems more independently of contractors. The following courses are offered, with subsequent classes scheduled through September 1981. For more information, call the institute director, 433-3391.

Automated information systems management for senior executives. (FSO/FSR-2, GS-16 and above). September 29–October 3.

Automated information systems management for intermediate executives. (FSO/FSR-5, GS-12, FSS-3 and above). September 29–October 10.

Managing automated information systems acquisition. (FSO/FSR-5, GS-12, FSS-3 and above). October 20–24.

Automated information systems project management. (FSO/FSR-5, GS-12, FSS-3 and above). October 27–November 6.

Automated information systems concept development and design. (FSO/FSR-6, GS-11, FSS-4 and above). October 6–10.

Managing computer system security. (FSO/FSR-5, GS-12, FSS-3 and above). September 29–October 3. □

Evening courses

Evening courses in foreign affairs are being offered by the Institute for Policy Studies, 1901 Q Street N.W., starting October 14. Under Secretary Matthew Nimetz will teach a class in diplomacy. Other offerings include Richard Barnet on national security and Mort Halperin on the in-

Solution to Diplo-crostic puzzle No. 5

(See July issue)

Satow. *Guide* [*to*] *Diplomatic Practice*

"The foreign policy records of the Department of State, with a small number of exceptions, are required to be declassified and opened to research when they are thirty years old. In the restricted period, identifiable documents may be requested by non-official researchers under the Freedom of Information Act."

A. Scooter
B. Affixed
C. Torque wrench
D. Oddest
E. Weapon
F. Gray Area
G. Urbi et orbi
H. Intermittent
I. Door to door
J. Effeminately
K. Delphi Method
L. Intersession
M. Physical therapy
N. Lennie
O. Offenbach
P. Moonstone
Q. Assessed
R. Tied aid
S. Implemented
T. Club du Sahel
U. Physique
V. Riffraff
W. Aerometer
X. Carter Doctrine
Y. Three cheers
Z. Idiocy
a. Centerboard
b. Effect □

telligence community. Tuition is $125, with scholarships available. For information, call Lynn Liotta, 234-9382.□

—*(Continued from preceding page)*

Area studies and language training

Program	*Oct.*	*Nov.*	*Dec.*	*Length of course*
Area studies				
Africa, Sub-Sahara	6	3	1	2 weeks
Western Europe	6	3	1	2 weeks
People's Republic of China	—	3	—	2 weeks
East Asia	6	—	—	2 weeks
Eastern Europe and USSR	—	3	—	2 weeks
Latin America	6	3	1	2 weeks
Near East and North Africa	6	3	1	2 weeks
South Asia	6	—	1	2 weeks
Southeast Asia	6	—	1	2 weeks
Language and advanced area courses				
French	20	17	15	20 weeks
German	—	17	—	20 weeks
Italian	—	17	—	20 weeks
Portuguese	—	17	—	20 weeks
Spanish	20	17	15	20 weeks
Familiarization and short-term (fast) courses				
Arabic	—	10	—	6 weeks
Russian	6	—	—	6 weeks
Early morning language classes				
French	6	—	—	17 weeks
German	6	—	—	17 weeks
Italian	6	—	—	17 weeks
Portuguese	6	—	—	17 weeks
Russian	6	—	—	17 weeks
Spanish	6	—	—	17 weeks □

Seminar on terrorism for State employees

The Department has established an expanded, two-day seminar, "Coping with Violence Abroad," which replaces the former one-day course, "Terrorism: Avoidance and Survival." Offered at the Foreign Service Institute, the seminar features discussions of Government policy on counterterrorism, travel precautions, security at residences, local crime, how to cope with riots and demonstrations, how to prepare for evacuations and family separations, and how to cope as a hostage.

State employees heading overseas will be assigned automatically to the seminar. Dependents (spouses and children in the ninth grade and above) are encouraged to attend. Employees who wish to have their dependents enrolled should notify their personnel officer. ■

SOFIA—Ambassador *Jack Perry* as he presents consular assistant *Rumyana Ivanova* with certificate for completion of course on immigration and visas. Behind him are deputy chief of mission *Charles T. Magee* and consular officer *James F. Jeffrey*. □

American diplomacy 1780

By Jan K. Herman

August–September 1780

Treason of the Blackest Dye

In Europe, American diplomats continue to fish in sterile waters. John Adams, having thoroughly offended the French, now travels north to Holland to try his luck. From Amsterdam, on August 17, he reports to Franklin that Sweden and Denmark have joined the Russian-sponsored armed neutrality. He also communicates his amusement over speculations and rumors. "Every one has his prophecy, and every prophecy is a paradox. One says, America will give France the go-by. Another, that France and Spain will abandon America. A third, that Spain will forsake France and America. A fourth, that America has the interest of all Europe against her. A fifth, that she will become the greatest manufacturing country, and thus ruin Europe. A sixth, that she will become a great military and naval power, and will be very ambitious, and so terrible in Europe."

Making his own stab at prophecy, Adams writes home on September 5: "In the last century Latin was the universal language of Europe . . . . In the present century Latin has been generally laid aside, and French has been substituted in its place . . . English is destined to be, in the next and succeeding centuries, more generally the language of the world than Latin was in the last or French is in the present age."

John Jay's unhappy sojourn in Spain grows more bitter with the death of his newborn daughter. His depression is directly proportional to the isolation he suffers as an unrecognized diplomat. On September 3, he again hears an already monotonous rejoinder from Don Diego de Gardoqui, American agent-designee. For Spanish aid to be forthcoming, the United States must relinquish all navigation rights on the Mississippi. From Franklin, Jay receives words of sympathy: " . . . if I were in Congress I should advise your being instructed to thank [the Spaniards] for past favors and take your leave."

In America, General Horatio Gates, the hero of Saratoga almost three years earlier, leads his army to disaster at Camden, S.C. As the battle begins on August 15, many of his starving men are ill with dysentery. Those who can fight, panic at the sight of British bayonets. Within 30 minutes, two-thirds of the Continental Army in the South ceases to exist, as does Gates' military career. The British avenge Saratoga by winning their biggest victory thus far. The invasion of North Carolina is next on their agenda.

It is not rebel defeat that dominates the news as summer gives way to this sixth autumn of the war. General Benedict Arnold's treachery is on everyone's lips. The *Pennsylvania Packet* reports on September 26: "Treason of the blackest dye was yesterday discovered. General Arnold, who commanded at West Point, lost to every sentiment of honor, of public and private obligation, was about to deliver up that important fort into the hands of the enemy. Such an event must have given the American cause a deadly wound if not a fatal stab."

Earlier this summer, Arnold had asked for and received command of West Point, the key to the Hudson Valley and all of New England. Now, for the sum of 20,000 pounds, he attempts to turn over the fortress to the enemy. To Major John André, British adjutant-general and fellow conspirator, he writes: "I have accepted the command at West Point as a post in which I can render the most essential services." Ironically, young André becomes a victim of Arnold's treason. On the night of September 21, the two meet behind American lines to discuss West Point's surrender. Two days later, a band of American irregulars captures the disguised British officer with incriminating papers written in Arnold's hand. As a spy, André's fate is sealed. Arnold escapes to New York City, leaving in his wake a shocked and vengeful citizenry. George Washington has been betrayed by one of his most skillful and trusted lieutenants. What, he wonders, can happen next? ■

(One of a series)

Guide to personnel counseling

The table at right lists the current career counselors for all personnel. Employees may communicate with the appropriate counseling officer for advice and guidance in matters relating to career development, training, assignments and personnel actions. Detach the table and save it for reference.

Civil Service and other personnel who are not subject to worldwide assignment are served by the Office of Civil Service Career Development and Assignments (PER/CCA), Room 2421, ext. 20485. The table shows your individual counselor.

Foreign Service personnel who are subject to worldwide assignment are served by the Office of Foreign Service Career Development and Assignments (PER/FCA), Room 2328, ext. 28312. The table shows your individual counselor. In addition, Margaret D. Anderson and Earl Ambre are available to all Foreign Service personnel for general career counseling. Ms. Anderson and Mr. Ambre are located in Room 2417A and can be reached on extension 29659. ☐

For domestic personnel . . .

In all grades . . .	In these offices . . .	Your counselor is . . .	Room no.	Ext.
	S (and all areas serviced out of S/S-EX), S/IG, M/COMP, IBWC, IJC, IBC, ARA, ACDA, OES	William R. Whitworth	2421	23352
	CA, INR, EA, PA	Janet Vido	2421	23352
	M/FSI, S/CPR, NEA	Torrey Whitman	2421	23352
	A, A/O complex (O/ISO, O/OPR, O/FAIM), A/OC, A/ALS, A/OS, EUR, IO, M/DG, MED	Joseph McGuire	2421	23352
	A/SY, A/FBO, PM, L, EB, AF	Janice Burke	2421	23352

For worldwide personnel . . .

In classes . . . FSO/R/RU	FSS	with function or assignment in . . .	Your counselor is . . .	Room no.	Ext.
1&2		NEA, S (D, E, P, C), S/IG, Executive Seminar, S/P, RP, S/R	George R. Andrews	2809	21416
		EUR, CA, M, A, PM (+T), ACDA, OES, Details	Don Junior	2809	21417
		AF, EA, INR, PA, HA, L	Robert H. Wenzel	2809	21417
		ARA, INM, H, IO, EB, DIR/IPA	A. Wendell Whiting	2809	22238
3	1	Administrative	Howard L. McGowan	2820	23438
		Consular	Donald K. Parsons	2332A	23332
		Econ/Commercial	Richard C. Scissors	2417A	29764
		Political (inc. Labor, Program Direction)	Robert D. Collins	2417A	29776
4	2	Administrative	Howard L. McGowan	2820	23438
		Consular	Donald K. Parsons	2332A	23332
		Econ/Commercial (A–N)	Richard C. Scissors	2417A	29764
		Econ/Commercial (O–Z)	Lynne F. Lambert	2417A	29764
		Political (inc. Labor)	William S. Shepard	2417A	29776
5	3	Administrative	Johnny Young	2820	23438
		Consular	Phyllis Villegoureix-Ritaud	2332A	23333
		Econ/Commercial	Lynne F. Lambert	2417A	29764
		Political	Richard C. Castrodale	2417A	29776
6 (Tenured)	4	Administrative	Johnny Young	2820	23438
		Consular	Phyllis Villegoureix-Ritaud	2332A	23333
		Econ/Commercial	Lynne F. Lambert	2417A	29764
		Political	Richard C. Castrodale	2417A	29776
6–8 (Untenured)	5–8	Chief, Jr. Officers	Charles T. Magee	2429A	27691
		Administrative	Thomas C. Tighe	2429A	27693
		Consular	Max N. Robinson	2429A	27693
		Econ/Commercial	Morris N. Hughes	2429A	27692
		Political	Morris N. Hughes	2429A	27692
	3–5	Secretaries	Jeanne B. Witte	2336	29526
	6–7	Secretaries	Janice Yeadon	2336	29526
	8–10	Secretaries	Maria A. Rodgers	2336	29527
3–5	1–3	C&R Personnel	Kenneth A. Loff	2820	28136
6–7	4–6	C&R Personnel	Sandra E. Siverson	2820	28136
8	7–10	C&R Personnel	Victor J. Maffett	2820	28136 ■

U.S. ZTATE DEPT. PEOPLE IN ZAIRE

Kinshasa really has a royal background. The name is derived from that of a Congolese chief named Nshasa, and he named his village, "*Ki-Nshasa*." This is another in the continuing NEWSLETTER "post of the month" series. *(Photos by Frederick La Sor)* ☐

***John P. Heimann*, counselor for economic and commercial affairs, right, and commercial attache *Leonard J. Lange*.**☐

***Kristen*, daughter of information officer *Fred La Sor*, and playmate *Pili Pili*.**☐

EMBASSY
UNITED STATES OF AMERICA
CHAMPS
1979-80
SEATTLE SUPERSONICS

Members of "Over the Hill Gang" basketball team are, from left: *Bob "Corner" Resseguie, John "Hustle" Houtz, Dick "Playmaker" Plues, Ken "Dubber" Park, George "Sure Hands" McKnight, Chuck "Dead Eye" Thornburgh* and *Jon "Slick" Marr*.☐

Warren E. Littrel, **counselor for administration, with** *Helene Finley*, **secretary.**☐

John Beaulieu, **defense attache's office, is organist and choir director at Sacred Heart Church.**☐

Consular officer *Mike Doyle*.☐

UNITED STATES OF AMERICA

Ambassador and Mrs. *Robert B. Oakley* visit Lubumbashi. *Dan Simpson*, principal

Budget and fiscal officer *Freddie J. Hughes*, right, and chief executive accountant *Paul Bassey*.☐

officer in Lubumbashi, is on steps.☐

Employees of the political section, from left: ***Robert Boggs*****, Citizen** ***Botumbe Albert, Judith Heimann, Anthony Dalsimer*****.**☐

PATROLS
PANTHER
WOLF
HAWK
COBRA
EAGLE
FOX
MOOSE
INDIAN
OWL

Major ***Murray Lewis*****, chief of administrative support, is also the scoutmaster.**☐

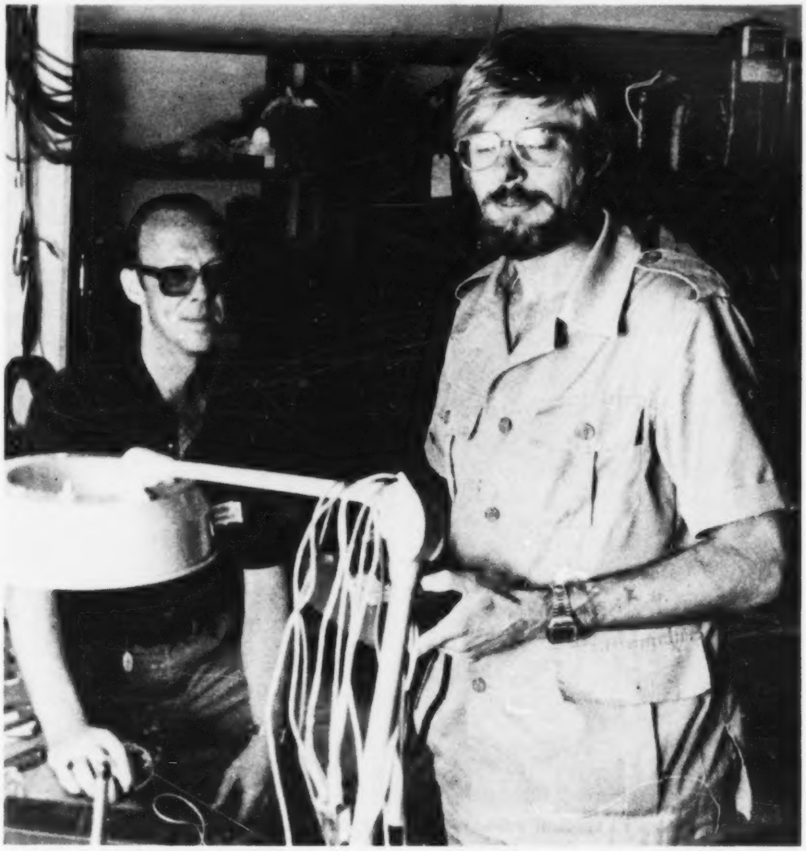
ARRIVALS
DEPARTURES

Personnel staff members, from left: ***Barbara J. Martin, Elizabeth Arnold, Kisughu Lusenge, Helga Timothee, Marian Belcher, Jackson Nkwata, Phuong Handler, Rachelle Crowley, Francoise Duchesne. (Photo by Cit Kinzenze, ICA)***☐

Carl Rhevark, right, general manager of the American Employees Recreation and Welfare Association, with *Pam Geronimos*, bookkeeper/accountant, and *Paul Souza*, of the Leyland Cooper accounting firm.☐

Regional medical officer *La Rae Washington-Kemp*, left, and registered nurse *Teru Matsui*, examine *Philip Walker*, son of communications shift supervisor Robert Walker.☐

Warehouse manager *Citoyen Lumika*, standing, and *Citoyen Muyananu*. *(Photo by Fred Keller)*☐



Communications electronics officers *Robert E. Oyen* and *David Lindstrom*. ■

PERSONNEL: CIVIL SERVICE

PROMOTIONS (July)

GS-15

Olof Evert Saline, Office of Security, New York Field Office.

GS-14

Robert A. Cooper Jr., Office of Deputy Secretary of State; **Leon Ramey**, Bureau of Public Affairs; **Russell S. Waller**, Office of Security, Technical Services Division.

GS-13

Jacqueline L. Manley, Bureau of Personnel, Civil Service Career Development and Assignment Division.

GS-12

Marie L. Connolly, Operations Center; **Marvin E. Gates**, Bureau of Administration, Executive Office; **Patrick H. Hegarty** and **Elizabeth B. Soyster**, Overseas Citizens Services; **Mitchell W. Stewart**, Bureau of Public Affairs.

GS-11

Carole Eckelman Cole, Economic and Business Affairs, International Trade Policy Division; **Kerry L. Holmes** and **James E. Ritchie**, Overseas Citizens Services; **Diane E. Kelly**, Bureau of Public Affairs, Office of Public Programs.

GG-11

Elisabeth C. DeMaynadier and **Francine D. Haughey,** Foreign Service Institute.

GS-9

Teresa D. Hobgood and **Donna L. Waters**, Overseas Citizens Services; **Mary Lynn Johnson**, Inter-American Affairs; **Lizabeth L. Mosser**, Foreign Affairs Information Management; **Patsy L.B. Smith,** Bureau of Personnel, Retirement Division; **Peggy A. Stark**, International Organization Affairs.

GS-8

Margaret D. Holdaway, European Affairs; **Sheila T. McPherson**, Congressional Relations; **Gwendolyn E. Minor**, Foreign Service Institute; **Nyda Novodvorsky**, Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs.

GS-7

Judith M. Alexander, Intelligence and Research, Southwest Asia and Pacific Division; **Linda A. Browne**, Passport Office, Seattle; **Bille Joann D'Urso**, Office of the Executive Director; **Cheryl A. Gross**, Bureau of Public Affairs, Office of Public Communication; **Sharon E. Honore**, Passport Office, Stamford; **Charlotte M. Lew**, Passport Office, San Francisco; **Scott D. McAdoo**, Office of Comptroller, Finance Office; **Leora A. Robinson**, Central African Affairs.

GS-6

Tina L. Blount, Politico-Military Affairs; **Joyce A. Gross**, Economic and Business Affairs, Commodity Policy Division; **Alfred O. Haynes Jr.**, and **Rene A. Merrifield**, Foreign Affairs Data Processing Division; **Cynthia D. Kirk**, Bureau of Public Affairs, Office of Press Relations; **Dianne E. Morris**, Bureau of Personnel, Foreign Service Career Development and Assignment Division; **Lee Porter**, European Affairs, NATO and Atlantic Political-Military Affairs.

GS-5

Terrance R. Brack, Office of Operations, Supply and Transportation Division; **Pamela D. Crippin** and **Lloyd G. McKenzie**, Office of Comptroller, Finance Office; **Monica Anne Gaw**, Overseas Citizens Services; **Veronica E. Scott**, Bureau of Personnel, Foreign Service Career Development and Assignment Division.

GS-4

Debra Brown, Frances E. Craig, William Francis Kelly, Lylousa M. Magee and **Alva L. Parker**, Passport Office, New Orleans; **Peter A. Capo**, Pouch and Courier Operations; **George C. Houston Jr.**, Communications Center; **Belinda C. Palmore**, Passport Office, Miami; **Marilyn M. Smith**, Passport Office, Stamford; **Thelma J. Whitney**, Office of Comptroller, Finance Office.

GS-3

R. Lee Jeter Jr., Bureau of Personnel; **Deborah M. Olds**, Office of Comptroller.

NEW APPOINTMENTS (July)

Adams, Lisa B., Administrative and Clerical Pool
Afzal, Leila J., Office of Inspector General
Allen, Celeste D., Passport Office, Los Angeles
Allison, Carla N., Administrative and Clerical Pool
Armstrong, Regina D., Near Eastern and South Asian Affairs
Arnold, Daniel Dean, Passport Office, Records Branch
Artis, Milderd L., East Asian and Pacific Affairs
Baker, Loretta S., Office of Ambassador-at-Large for Mexican Affairs
Ballles, Marcella Moss, Consular Affairs
Balton, Rhonda A., Foreign Affairs Information Management System
Barra, Richard K., Office of Communications, Programs and Engineering Division
Bell, Rowena L., Passport Office, Records Branch
Benezet, Julia E., International Joint Commission
Benjamin, Dana Maria, Passport Office, Records Branch
Berkenbile, Lee Ann, Politico-Military Affairs
Bernard, Berl, Office of the Secretary
Bernsten, Mary E., Visa Office
Berry, Karyn Loertta, Bureau of Personnel
Best, Jean Carolyn, Passport Office, Records Branch
Bilbo, Janet L., Administrative and Clerical Pool
Birkinshaw, Laura M., Administrative and Clerical Pool
Boarman, Dorothy F., Inter-American Affairs
Bolka, Kim A., Visa Office
Branch, Talaya C., Medical Services
Brathwaite, Janice A., Consular Affairs
Brenneman, Julia K., Office of Communications
Brown, Cheri, Medical Services
Brown, Darryl, Passport Office, Los Angeles
Brown, Phyllis A., Passport Office, Records Branch
Brown, Teri Lynn, Bureau of Personnel
Bryant, Kathy A., Passport Office, Records Branch
Caldwell, Victoria Burke, Bureau of Administration, Office of Operations
Carpenter, Faye T., Medical Services
Chansky, Steven J., Passport Office,

INTER-AMERICAN AFFAIRS—Assistant Secretary *William G. Bowdler* presents excellent and outstanding performance certificates to Civil Service employees. From left: *Johnnie Duncan, Delancy Turner, Kathryn Gee, Maria Hargrove, Bette Lowengrube, Lee Henderson, Lynn Johnson, Mary Swann, Janet McKittrick, Mary Schneider, Betty Fountain, Maureen Shea, Nancy Ferebee, Linda Stewart, Shirley Powell,* Mr. Bowdler, *Owen Lee, Donald Stewart, Lloyd Croxton.* Not pictured: Philip Dees, Barbara Theodore, Antoinette Minor, Deborah Marable, Walter Mayo, Earl Spencer, Linda Dobey, Annelise McCoy, Shirley Taylor, Celeste Kuhla, Shirley Briscoe. *(Photo by Glenn Hall, Visual Services)* ☐

Records Branch

Chapman, Sandra M., Passport Office, Records Branch

Childears, Dianne Sue, Office of Operations, General Services Division

Churchwell, Nyle A., Passport Office, Houston

Clark, Vancella R., Passport Office, Records Branch

Coates, Carolyn F., Passport Office, Records Branch

Colby, Mary E., Near Eastern and South Asian Affairs

Colter, Ann Heather, Bureau of Personnel, Office of Recruitment, Examination and Employment

Conway, Patrick Joseph, Office of Under Secretary for Economic Affairs

Crews, Frances W., Passport Office, Records Branch

Cureton, Annette, Bureau of Personnel

Curtis, Gale L., Administrative and Clerical Pool

Dade, Peter Langhorne, Office of Management

Dancy, Michelle, East Asian and Pacific Affairs

Davie, Karen K., Consular Affairs

Dennis, Jonathan Mark, Passport Office, Records Branch

Domsalla, Marie-Anne, Passport Office, Seattle

Donovan, Theresa M., Office of Security, Education and Training Staff

Dorman, Stephen T., East Asian and Pacific Affairs

Dotson, Dolly Alnna, Passport Office, Records Branch

Eberle, Mary Constance, Passport Office, Seattle

Ellis, Steve Cochran, Bureau of Administration, Office of Operations

Ellquist-Bianchi, S. Jean, Foreign Affairs Information Management

Evans, Bronya, Consular Affairs

Fadel, Raymond T., Oceans and International Environmental and Scientific Affairs

Ferrine, Ann M., Office of Comptroller, Finance Office

Files, Terri B., Office of Comptroller

Fitzgerald, James G., Passport Office, Stamford

Fleming, Edith Michele, Office of Comptroller, Finance Office

Ganzkow, Laurie Theresa, Economic and Business Affairs

Gasperetti, Theresa Carmel, Passport Office, Records Branch

Gates, Lloyd W., Pouch and Courier Operations

George, Lorraine E., Pouch and Courier Operations

Gershenson, Suzan R., Economic and Business Affairs

Gray, Regina Altoona, Passport Office, Seattle

Greenhouse, Teresa A., Passport Office, New Orleans

Griffin, Lawrence William, Consular Affairs

Gross, Brenda L., Passport Office, Records Branch

Gross, Janice M., Administrative and Clerical Pool

Hardman, Scott L., Office of the Secretary

Harrington, Jane, West African Affairs

Harris, Shiketha R., Passport Office, Records Branch

Harrison, Anna C., Passport Office, Records Branch

Haynes, Susan, Office of Comptroller, Finance Office

Hays, Carol Ann, Office of the Executive Director of Department
Heater, Russell C., International Organization Affairs
Hill, Nancy J., Oceans and International Environmental and Scientific Affairs
Hoffman, Jean A., Bureau of Administration, Information Systems Division
Holcomb, Patricia E., Office of Security, Records Services Division
Holly, Cynthia Nadine, Bureau of Personnel
Houser, Kathleen S., Bureau of Personnel
Hughes, Nancy M., Office of the Executive Director of Department
Huntley, Allen Patrick, Foreign Affairs Information Management
Jackson, Cheryl R., International Organization Affairs
Jackson, Gloria Jean, Equal Employment Opportunity Office
Jackson, Yvette M., Passport Office, Boston
James, Edith M., Office of the Historian
Janicki, Susan E., Inter-American Affairs
Johnson, Casandra M., Bureau of Personnel
Johnson, Rosie J., Information Systems Office, User Support Services Staff
Johnson, Timothy Russell, Office of Operations, Employees Services Center
Kaluzienski, Kenneth M., Passport Office, Records Branch
Kemp, Sylvia L., Near Eastern and South Asian Affairs
Keys, Marcia L., Administrative and Clerical Pool
Kister, Elizabeth J., Bureau of Personnel
Knowles, Darline Linda, Office of Security, Education and Training Division
Krause, Cathleen L., Economic and Business Affairs
Lane, Harold Bernard, Passport Office, Houston
Lauderdale, Teresa J., Passport Office, Records Branch
Lawrence, Sheri Yvonne, Passport Office, Los Angeles
Lazarow, Robin Stacey, Office of the Comptroller, Finance Office
Lee, Carolyn Elaine, Economic and Business Affairs, International Trade Policy Division
Levin, Ellen Roberta, Inter-American Affairs
Lewis, Sabrina M., Administrative and Clerical Pool
Libera, Jeanne M., Administrative and Clerical Pool
Lyle, Henrietta, U.S. Mission to UN
Malloy, Elizabeth A., East Asian and Pacific Affairs
Martin, David A., Human Rights and Humanitarian Affairs
Martin, Susan Elizabeth, Office of the Executive Director of Department

Participants in a sign language class are, from left, *Eunice Edwards, Sherrill Wells, David Trask, John Glennon, Paul Claussen* and *James Grant*. *(Photo by Donna Gigliotti)*□

State employees learn sign language

Employees in the Office of the Historian recently completed a nine-week course in sign language. The class, which met twice a week in Columbia Plaza, was suggested by David Trask, director of the office, to help fellow workers communicate with editorial assistant Jim Grant, who is deaf. Approximately 15 employees, several of whom have supervisory relationships with Mr. Grant, enrolled in the class. The instructor was Phyllis B. Wyman, who studied sign language at the National Technical Institute for the Deaf in Rochester, N.Y.

"My first reaction to the idea of a sign language class was that people were trying to prove that they accepted me," said Mr. Grant. "But they really weren't trying to do that. They had a sincere interest that pleased me and made me feel good," he said.

After graduating in December from Gallaudet College as an English major, Mr. Grant, 24, began work in the historian's office in March. "Most of the time, I work with a computer keyboard, doing editorial revising of the Foreign Relations series and special projects for the Policy Planning Staff," he said.

"I'm fortunate to have partial hearing," said Mr. Grant, who can hear his own voice, but not the voices of others. He can also lip read. At work, he uses a hearing aid, and a telephone with an amplifier.

Mr. Grant figures in a program to hire handicapped employees in the Office of the Historian, according to Mr. Trask, who said he plans to hire more employees from Gallaudet. "We accepted a long delay in filling Jim's position so that we could go ahead and hire from Gallaudet. But it was worth the wait. I believe I have a better workforce because of the diversification of employees."□

Mason, Vernet W., Administrative and Clerical Pool
Matthews, Deborah P., Bureau of Personnel
Mazaroff, Jay Warren, Office of Operations, Supply and Transportation Division
McCall, Karen C., Office of Refugee Programs
McFadden, Marvin Lee, Foreign Affairs Information Management
Merrick, Shelagh M., Administrative and Clerical Pool
Milne, Kathleen B., Administrative and Clerical Pool
Mitchell, Tonya M., Foreign Affairs Information Management
Mullin, Catherine Hall, Consular Affairs

Noel, Vonda L., Administrative and Clerical Pool
Norland, Patricia Bammam, Visa Office
Norman, Irene M., Office of Security, Document and Information Systems Division
O'Neill, Paula A., European Affairs
O'Keefe, Allison J., Administrative and Clerical Pool
Olenik, Kathleen Anne, Communications Security Division
Olson, Mary I., U.S. Mission to UN
Parker, Adeline B., Office of Refugee Programs
Parker, Marie J., Office of Communications
Patterson, Lisa M., Passport Office, Seattle
Peck, Charles Russell, Office of the Secretary
Pedrick, Aleta Elizabeth, Office of Comptroller
Peters, Venessa, Passport Office, New Orleans
Pettis, Damita Jo, Foreign Affairs Information Management
Phillips, Linda H., East Asian and Pacific Affairs
Pinkney, Patricia D., Passport Office, Chicago
Pipes, Rita A., Administrative and Clerical Pool
Pope, Cynthia Benita, Pouch and Courier Operations
Power, Sarah Goddard, International Organization Affairs
Prescott, Sylvia Eileen, Office of Comptroller, Finance Office
Price, Vernette M., Passport Office, Seattle
Rachaels, Susan Heasther, Foreign Service Institute
Ray, David William, Foreign Affairs Information Management
Ray, Patricia C., Foreign Service Institute
Reynolds, Clare M., International Organization Affairs, Office of UN Political Affairs
Rice, Gwendolyn Lavell, Pouch and Courier Operations
Richardson, Renee Sharon, Passport Office, Chicago
Riesenfeld, Stefan Albrech, Office of the Legal Adviser
Robertson, Charlita R., Bureau of Personnel
Robinson, Charles Thomas, Bureau of Personnel
Roots, Linda, Pouch and Courier Operations
Rosberg, Gerald M., Office of the Legal Adviser
Rosser, Mary F., Office of Comptroller
Ruffin, Anthony K., International Organization Affairs
Runkles, Norman Wilson, Office of Refugee Programs

Wage board promotions

Five employees in Facilities Management and Administrative Services, Bureau of Administration, have been promoted to WG-6. The five are Vasilios Fotinos, Jerone L. Griffith, Michael Henderson, Ulysses V. Walker and Darrell A. Young. ☐

Sanders, Deborah J., Passport Office, Miami
Schlattman, Laura Anne, Office of Refugee Programs
Scott, Dale J., Passport Office, Records Branch
Setash, Mark Allen, Passport Office, Records Branch
Sharp, Tyina Faye, Foreign Affairs Information Management
Shepherd, Cheryl Ann, Office of the Executive Director of Department
Simmons, Phronie L., Medical Services
Simpson, Norma K., Office of Operations, Supply and Transportation Division
Sisk, Mary E., Administrative and Clerical Pool
Smallwood, Patricia B., Pouch and Courier Operations
Smith, David J., Office of Operations, Supply and Transportation Division
Smith, Devi Renee, Passport Office, Miami
Smith, Patricia Louise, Passport Office, Chicago
Sorbello, Marie E., Administrative and Clerical Pool
Stallings, Audrey Romona, Foreign Affairs Information Management
Strawter, Rhonda Gail, Office of the Executive Director of Department
Terango, Ivana, Oceans and International Environmental and Scientific Affairs
Utz, Tina L., Administrative and Clerical Pool
Ward Jr., Lucian, Administrative and Clerical Pool
West, Robert, Passport Office, Los Angeles
Wiecking, John C., Visa Office
Wiggins, Cynthia L., Office of Comptroller, Finance Office
Williams, Belinda L., Administrative and Clerical Pool
Williams, Joyce Burnette, Passport Office, Records Branch
Williams, Kimberly B., Passport Office, Seattle
Williams, Marvin Leonard, Visa Office
Williams, Shirley Ann, Passport Office, Records Branch
Winder, Clarence B., Administrative and Clerical Pool
Witherow, Paulette Emille, Information Systems Office, Systems Design and Programming Division
Woodson, Janine Michele, Congressional Relations
Wright, Jacqueline Sheila, Office of the Executive Director of Department
Yates, Kevin John, Passport Office, Records Branch
Young, Cecelia Marie, Passport Office, Boston

RESIGNATIONS (July)

Bassin, Jules, Human Rights and Humanitarian Affairs
Bennett, Laurie Jane, Office of Assistant Legal Adviser, Treaty Affairs
Brenneman, Julia K., Budget and Finance, Office of the Budget
Brown, Essie S.R., Office of Operations, Transportation Operations
Brunner, Joyce Ann, Office of Operations, Procurement Branch
Carpenter, Stanley S., Consular Affairs
Carter III, Hodding, Bureau of Public Affairs
Coopersmith, Esther L., U.S. Mission to UN
Curia, Christopher C., Office of Operations, Transportation Operations
Dexter, Patricia N., Economic and Business Affairs
Evans, Melanie R., Administrative and Clerical Pool
Ferraiolo, Rosann M., U.S. Mission to UN
Filvaroff, David B., Office of Legal Adviser
Geigan, Louise Frances, U.S. Mission to Organization of American States
Guttman, Ora, Foreign Service Institute
Hill, Irene G., West African Affairs
Hilton, Robin L., International Organization Affairs
Hines, James J., Office of Legal Adviser
Holloway, Gordon H., Bureau of Administration
Ingersoll, Robert Stephen, Office of the Secretary
Ingrassia, Laura J., Office of Assistant Legal Adviser for Management
Kane, Anne K., International Organization Affairs
Kuo, Mon-Hua Mona, Foreign Affairs Information Management
Linder, William H., U.S. Mission to UN
Maiolo, June R., Passport Office, Detroit
Marks, Lee Robert, Office of Legal Adviser
Meyer, Francis G., Bureau of Administration
Morgan, Elva G., Office of the Secretary
Nestel, Marguerite Ledoux, Intelligence and Research, Communist Economic Relations Division
Recknagel, Thomas Miller, Human Rights and Humanitarian Affairs

Riesenfeld, Stefan Albrech, Office of Legal Adviser
Robinson, Antoinette P., Iranian Affairs
Sisco, Joseph John, Office of the Secretary
Stein, Charles R., Counsular Affairs, Overseas Citizens Services
Stein, Ted Lawrence, Office of Assistant Legal Adviser UN Affairs
Sweeney, Rita T., African Affairs
Watanametakul, Preeya, Foreign Service Institute
Zedalis, Paul E., Pouch and Courier Operations

RETIREMENTS (July)

Cristofaro, Josephine M., Foreign Service Institute
James, Herbert, Bureau of Public Affairs
Lifshitz, Minnie, Politico-Military Affairs, Office of International Security Operations
Vaughn, Marion F., Passport Office, Records Branch ☐

Merit promotion program is ready

The Department's new Civil Service Merit Promotion and Placement Program is scheduled to get underway October 1. Intended to give managers more flexibility in filling vacancies, its uniform requirements and instructions have been greatly reduced in number. Highlights of the far-reaching program:

- Concurrent consideration of eligible employees in all personnel categories, including career, career-conditional, wage grade, and others within or outside the Department, who are eligible to transfer, to be reinstated, or convert to another position in the competitive service. Under the present program, competition for vacancies in the Department is limited to present and former employees in the competitive service.
- A common set of guidelines to govern the selection of personnel for Civil Service competitive positions.
- Mandatory submission of an SF-171, Personnel Qualifications Statement, when applying for vacancies. The Department plans to schedule training sessions to help employees fill out that form. The Department also plans to hold briefing sessions on the program. A copy of the plan is to be given to all employees. In the meantime, employees who have questions relating to implementation of the program may call the Merit Promotion Division, in the Office of Civil Service Career Development and Assignments, extension 27151.

Robert S. Gershenson, deputy assistant secretary for personnel, said: "We have experienced much success and increased interest by both managers and applicants in our current program. It has been our goal to provide an open and equitable assignment system which assures management that positions are filled with the best qualified individuals available, and assures employees that they are being equitably considered . . . The new program draws on our experience, plus the Office of Personnel Management's (the former Civil Service Commission) revision of the Federal Merit Promotion Program and the Civil Service Reform Act." ☐

Text is available

The Office of Personnel/Management has issued proposed regulations on executive development in the Senior Executive Service. The text of the proposals is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ☐

University after-hours study program

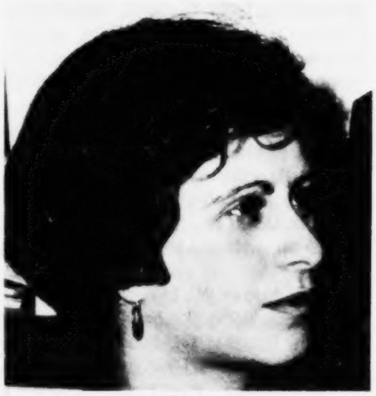
The Foreign Service Institute is inaugurating the fall session of the University After-Hours Study Program. The purpose of this program is to provide Foreign Service and Civil Service employees with training that will increase their usefulness to the Department. Employees may apply for institute sponsorship of evening courses offered by accredited schools near their post. Under special circumstances, courses may be taken during work hours, if approved by the employee's supervisor and bureau director, provided the workweek does not go below 40 hours. To the extent funds permit, the Department will pay full tuition for all approved courses. All courses must be taken for credit.

All applications must be received at the institute with a completed Form DS-755, signed by the bureau training officer two weeks prior to the registration date of the course. The application forms are available from bureau training officers. In recent years, normally it has been possible to finance only one course per student.

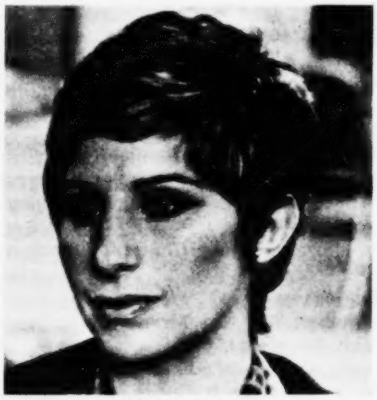
Information may be obtained from the Extension Studies Program, Office of the Registrar, Room 100, SA-3; telephone 235-8764 or 235-8765. ■

DEPARTMENT OF LOOK-ALIKES

The Newsletter will not comment on these two photographs. To comment would involve a conflict of interest, since Donna Gigliotti is on the Newsletter staff. The editor will not permit himself even the teensy-weensy comment that, with due respect to movie star Barbara Streisand, it's Ms. Gigliotti who's the star in OUR eyes! ☐



Ms. Gigliotti



Ms. Streisand

PERSONNEL: Foreign Service

CARACAS—Ambassador *William H. Luers* presents Meritorious Honor Award to the non-immigrant visa unit. Seated: *Miriam Santana*, with *Evelyn Baccara* and *Maria Victoria Sieloff* behind her. Back row, from left: *Stanley Specht*, *Maria Elena Natera*, *Donald C. Lautz*, Mr. Leurs, *Douglas Hengel*, *Leslie Hickman*, *Mercedes Gutierrez*, *Francisco Garcia*. □

NEW APPOINTMENTS (July)

Albrecht, Julia A., Bureau of Personnel
Allen, James B., Junior Officer Corps
Altman, William C., Office of Chief of Protocol
Alvarez, Jose Enrique, Office of Legal Adviser
Aviles, Elizabeth, Santo Domingo
Belgard, Joan E., Mexico
Bell, Robert E., Information Systems Office, Systems Design and Programming Division
Bergesen, Marion S., Port-au-Prince
Binford Jr., John Q., Information Systems Office, Systems Design and Programming Division
Blake, Robert A., Medical Services
Blake, Steven L., Junior Officer Corps
Boone, Sherman G., Junior Officer Corps
Boswell, Randolph E., Lima
Boulware, Mark M., Junior Officer Corps
Brady, Roberto G., Junior Officer Corps
Brana, Manuel, Bogota
Bratzel, Andrew David, Inter-American Affairs
Burrell, William J., Khartoum
Callow, Thomas W., Junior Officer Corps
Castellitto, Salvatore J., Inter-American Affairs
Charter, Rick E., Monrovia
Charwick, Anthony Charles, Stockholm
Chase, Randolph Paul, Inter-American Affairs
Churchill, George T., Classification/Declassification Center
Conje, Marilyn, Georgetown
Connuck, Bruce E., Junior Officer Corps
Cook, Frances D., African Affairs, Public Affairs Staff
Cordova, Loretta M., Bureau of Personnel
Cramer, Dwight M., Classification/Declassification Center
Crissman, John Scott, Montevideo
Cruz, F. Paul, Caracas
D'Zurilla, William Thomas, Office of Legal Adviser
Davies, Glyn T., Junior Officer Corps
Davis, Kerwin W., Bureau of Personnel
Davis, Ronald A., Manila
Dobson, Evelyn C., Information Systems Office, Systems Design and Programming Division
Dunmore, Gregory Charles, Bureau of Personnel
Ellis, Margaret J.C., Jakarta
Engelhart, Ann Kay, Mexico
Esch, Royal L., Manila
Evans, Charles W., Junior Officer Corps
Farrar, Jonathan D., Junior Officer Corps
Feigenber, Mitchell H., Junior Officer Corps
Flesher, Maria Fominaya, Asuncion
Ford, Robert Thomas, San Salvador
Frankowski, Walter M., Lisbon
Fritz, Rebecca Dean, Inter-American Affairs
Gendron, Donald William, Office of Refugee Programs
Goddard, Kurt A., Manila
Gonzales, Raymond J., Equal Employment Recruitment Complement
Goodson, Robert Ledonne, Kingston
Greentree, Todd Richard, Inter-American Affairs
Grimes, Timothy R., Islamabad
Hannah, Norman Britton, Classification/Declassification Center
Happel, Robert A., Brasilia
Haugh, William J., Junior Officer Corps
Heck, L. Douglas, Classification/Declassification Center
Hendrix, John W., Singapore
Hillas Jr., Kenneth M., Junior Officer Corps
Hinson, Arthur W., Monrovia
Hitchcock, John B., Junior Officer Corps
Holtom, Michael W., Information Systems Office, Systems Design and Programming Division
Irwin, Janice W., Quito
Kaestner, Peter G., Junior Officer Corps
Keilson, Jerrold, Junior Officer Corps
Kelley, Elaine M., Tegucigalpa
Kelley, Robert D., La Paz
Kingsley, Sunda Khin, Kingston
Klawnsky, Robert A., Manama
Klein, Dennis F., Nairobi
Knaebel, Evelyn R., San Jose
Knotos, C. William, Khartoum
Krantz Jr., Robert L., Sinai Support Mission
Kristianson, Phyllis J., Sao Paulo
Li, Lehman K., Bureau of Personnel
Lief, Christina J., Georgetown
MacNeil, Nicholas C.H., Bangkok
McLean, Ellen C., Salisbury
McPherson, William R., Junior Officer Corps
Mead, Malcolm Stuyvesant, Office of Legal Adviser
Meagher, Helen R., Junior Officer Corps
Miller, Frances R., Office of the Secretary
Mitchell, Barbara A., Merida
Mortimer, Lesley J., Niamey
Nault, Raymond, Office of Communications, Programs and Engineering Division
Nealer, Kevin G., Junior Officer Corps
Ness, Marjorie H., Mexico
Nolan, Edwin R., Junior Officer Corps
Ochmanek, David A., Junior Officer Corps

Ochoa, Cristina C., Bureau of Personnel
Pasis, Sonia, Helsinki
Patterson, Gregory A., Bureau of Personnel
Pelikan, Robert G., Department of Treasury
Pemberton, Gladys F., Bureau of Management
Pinn, Rhoda Pearl, Inter-American Affairs
Platt, E. Alan, Bangui
Pletcher Jr., David F., Manila
Pryce, Kathy E., Mexico
Rael, Jayleen P., Bureau of Personnel
Ravitz, Tina Anne, Office of Legal Adviser
Rector, Joan Theresa, Bureau of Personnel
Reed, Sonia C., La Paz
Rice, Annelene M., Mexico
Roberts, Edward B., Manila
Robinson, Hazel L., Junior Officer Corps
Robinson, William B., Politico-Military Affairs
Runge, Carolyn Ann, Rio de Janeiro
Schleicher, James R., Information Systems Office, Systems Design and Programming Division
Schnepp, Otto Oded, Beijing
Seaborough, Lois, Bureau of Personnel
Shubat Wall, Deborah D., Nassau
Silvia, Rosemary J., Bogota
Small, Allan W., Athens
Soucy, Marie White, Caracas
St. Denis, Ann, Mazatlan
Storm, Dean Jay, Foreign Service Institute
Stott Jr., David S., Yaounde
Stouffer-Calo, Anne R., Montevideo
Straley, Pamela, San Jose
Suarez, Raymond W., Junior Officer Corps
Sutherland, Sheryl D., Bureau of Personnel
Taylor, Janice Ruth, Brasilia
Telles, Martha C., Hermosillo
Tender, Lisa M., Junior Officer Corps
Terry, Frank G., Office of Security, Los Angeles Field Office
Thayer, Scott N., Junior Officer Corps
Trillo, Juan, Bureau of Personnel
Usenik, Frances A., Bureau of Personnel, Board of Examiners for the Foreign Service
Vukson Jr., Nicholas G., Athens
Watson, Anthony F., Bureau of Personnel
Wells Jr., Raymond N., Athens
Wesche, Cathy Ann, Santo Domingo
Wheelock, John T., Classification/Declassification Center
White, John Patrick, Office of Legal Adviser
White, Mary Anne, San Salvador
Williams, Cynthia A., Office of Chief of Protocol
Wright II, William H., Bureau of Personnel
Yang, Catherine T., Bureau of Personnel
Young, M. Stephen, Junior Officer Corps
Zabriski, Peter J., Equal Employment Recruitment Complement

TRANSFERS
(July)

Adamson, David Michael, Foreign Service Institute to U.S. Mission to UN
Allitto, J. Anthony, Politico-Military Affairs, Office of Security Assistance and Sales to Singapore
Allitto, Kathleen, East Asian and Pacific Affairs to Singapore
Ames, Susanne, Valletta to European Affairs
Amstutz, J. Bruce, Afghanistan to Bombay
Anders, Robert George, Iran to Oslo
Anderson, G. Norman, European Affairs to Sofia
Anderson, Gary I., Lisbon to Abu Dhabi
Andrus, Donald Bruce, Nouakchott to Hong Kong
Antokol, Phillip Norman, Caracas to London
Arcement, Ned W., Praia to European Affairs
Armijo, Rosemarie, Lisbon to European Affairs
Atkins Jr., Donald B., Monrovia to African Affairs
Augustine, Janet T., Foreign Service Institute to Montevideo
Barbier, Marietta N., San Salvador to Madrid
Barlow Jr., Walter J., Athens to European Affairs
Barrett IV, Robert S., Antananarivo to Beirut
Bastek, John A., Berlin to Vienna
Beahler, John L., Santo Domingo to Medical Complement
Beall, David Russell, Montevideo to Bogota
Beckner, Michael Wade, Madrid to Caracas
Bellavance, Marsha-Lynn, Bridgetown to Office of Deputy Secretary, Task Force on Law of the Sea
Bernal, Caesar P., Mexico to Bogota
Blakemore, David L., East Asian and Pacific Affairs, Korean Affairs to Seoul
Bogdan, Kenneth R., Nigeria to Djibouti
Booth, Robert David, Tokyo to Office of Security, Secretary's Detail
Bradford, Jean D., Port-au-Prince to Tunis
Britt, Swain A., Damascus to Office of Communications
Brown, Frederick Z., Inter-Governmental Assignment to East Asian and Pacific Affairs
Brown, Kent N., Foreign Service Institute to Moscow
Brzozowski, Clifford E., Lagos to Seoul
Buccellato, Michael B., Uruguay to Freetown
Bullington, James R., Ndjamena to Cotonou
Burke, Loretta M., Manila to Near Eastern and South Asian Affairs
Burrola, Rachel J., Inter-American Affairs to Lima
Caldwell, Gary Lee, Beirut to Istanbul
Camp, Sally Ann, UNESCO to Dakar
Carlson, Eric John, Vienna to European Affairs
Carlson, John P., Inter-American Affairs to Lima
Casperino, Ada M., New Zealand to Office of Comptroller, Finance Office
Cassiano, Hector G., Inter-American Affairs to Santiago
Caswell III, Thomas Hubbar, Sao Paulo to Puerta Delgada
Cella, Glenn Richard, Brussels to NATO
Chalfant, John A., East Asian and Pacific Affairs to Bangkok
Champagne Jr., Eugene E., Cairo to Foreign Service Institute
Champagne, Constance L., Cairo to Foreign Service Institute
Chindgren, Marvin H., East Asian and Pacific Affairs to Manila
Clare III, Daniel H., Santiago to Lima
Clare, Gwen C., Chile to Lima
Cokenias, Diane, African Affairs to Dar-es-Salaam
Cole, Robert L., Accra to African Affairs
Corcoran, Patricia M., Honduras to Bureau of Public Affairs, Office of Public Programs
Correri, Louis J., Manila to Office of Communications
Covington, Philip Stanhope, Islamabad to Peshawar
Cramer, Jeannene J., Kabul to Dakar
Crawford, Robert B., International Organizations to Geneva
Crowley, Shirley J., Khartoum to Nassau
Cunningham, David S., Yugoslavia to European Affairs
Day, Terrance M., Bonn to Frankfurt
Debold Jr., Leroy E., Chile to Naha
Denitto, Gary T., Office of Security, Washington Field Office to New Delhi
Detwiler, Curtis J., Caracas to New Delhi
Diaz, Manuel A. Near Eastern and South Asian Affairs to New Delhi
Dowling, Thomas E., Tunis to Abu Dhabi
Durfey, Frank D., Office of Security, Seattle Resident Office to Pretoria
Eagleton Jr., William L., Tripoli to Baghdad
Ellam, Katharine T. African Affairs to Kaduna
Farley, Thomas M., Helsinki to Bonn
Faucher, Ronald L., Kinshasa to Algiers
Faught, David W., Dacca to Near Eastern and South Asian Affairs
Featherstone, Robert J., Frankfurt to Operations Center
Fischer, Debra L., Paris to Caracas
Fitzsimmons, Mary A., The Hague to London
Flood, Patrick J., Human Rights and Humanitarian Affairs, Office of Human Rights to Geneva
Fochs, Lillian K., European Affairs to

Brussels

Foster, Timberlake, Yokohama to Tokyo

Frank, Warren E., East Asian and Pacific Affairs to Jakarta

Franke, Herman H., Office of Comptroller, Finance Office to Information Systems Office

Friedbauer, Allan J., Sinai Field Mission to Ottawa

Gehring, Robert A., International Organization Affairs, Agriculture Office to La Paz

Gerwe, Gretchen A., Junior Officer Corps to Islamabad

Glenn, James Hogan, Foreign Service Institute to Garmisch

Gleysteen, Dirk, Congressional Relations to U.S. Mission to UN

Goodall, Theresa R., Malaysia to Medical Complement

Graner, Ralph H., Bremen to European Affairs

Granger, Carl E., Manila to East Asian and Pacific Affairs

Grant, Charles R., Inter-American Affairs to Santo Domingo

Griffith, William Henry, Santo Domingo to Seville

Grundon, Robert W., South Africa to Communications Center

Hale, James E., Copenhagen to Communications Center

Hall, John M., Inter-American Affairs to San Jose

Hampton, Shirley E., Bangkok to Mexico

Harbison, Joanna, Beijing to Pretoria

Harner, Stephen Michael, Foreign Service Institute to Tokyo

Harrop, William C., African Affairs to Nairobi

Hartmann, Roger J., Azores to Frankfurt

Heck, L. Douglas, Kathmandu to Near Eastern and South Asian Affairs

Higgins, Roy R., Brussels to Warsaw

Horrell, Jewell Della, Quito to Hermosillo

Hourigan, Stephen M., Singapore to Bangkok

Howell, Edward L., Jakarta to Kathmandu

Huddle Jr., Franklin, Kathmandu to Near Eastern and South Asian Affairs

Hughes, Arthur H., Secretariat Staff to Copenhagen

Hultslander, Robert W., Inter-American Affairs to Guatemala

Ingraham, Edward C., Inter-Governmental Assignment to Bureau of Personnel

Jabbour, Pierre H., Doha to Luxembourg

Jackson, Marilyn F., Kinshasa to Paris

Jacobson Jr., Robert Edward, Lesotho to Maputo

Jacoby, Gerald L., East Asian and Pacific Affairs to Bangkok

Kady, Thomas F., East Asian and Pacific Affairs to Jakarta

Kates, Ronald L., Central African Affairs to Sofia

Kauzlarich, Richard Dale, Economic and Business Affairs, Office of Investment Affairs to Tel Aviv

Keeley, Robert V., African Affairs to Salisbury

Kegley, Robert A., Office of Communications to Canberra

Kelly, John H., Paris to Secretariat Staff

Kennedy, John N., Communications Center to Pretoria

Kenny, Gregory B., Department of Commerce to Economic and Business Affairs

Keur, Cornelis Mathias, New Delhi to Paramaribo

Kile, Robert L., Mazatlan to Ciudad Juarez

Kostiw, Michael V., African Affairs to Lagos

Kunsman, Eric A., Foreign Service Institute to Bonn

Lager, Linda L., East Asian and Pacific Affairs to Jakarta

Lamanna, Susan Johnson, Havana to Inter-American Affairs

Lane, Robert L., Junior Officer Corps to Manila

Layne, Lisa Ruth, Intelligence and Research, Current Intelligence Staff to Madrid

Le Blanc, Mary C., Warsaw to Information Systems Office

Lebaron, Richard B., Junior Officer Corps to Managua

Lechevet, Jon N., USSR to Nairobi

Lemoine, Richard E., Manila to East Asian and Pacific Affairs

Lewis, John Hargraves, West African Affairs to Beirut

Libenson, Michael B., Monrovia to Bridgetown

Lieser, William D., Vienna to European Affairs

Linn, Bonnie Dale, Inter-American Affairs to Santiago

Lohuaru, Mati, Cairo to Muscat

Lowell, Frank W., Manila to East Asian and Pacific Affairs

Lundahl, Frederick B., African Affairs to Maputo

Lynch, Donald J., Port Louis to Bogota

Lynch, Helen M., Port Louis to Bogota

Maison, Raymond C., Nepal to Tel Aviv

Martin, Lloyd E., Hong Kong to East Asian and Pacific Affairs

Mascialino, Charles J., Hong Kong to East Asian and Pacific Affairs

Mason, James D., Manila to Guadalajara

Massey, Johnny F., Near Eastern and South Asian Affairs to Tel Aviv

Matthiesen, Kenneth B., Office of Communications, Programs and Engineering Division to Pretoria

Mauger III, G. Nicholas, Japan to Bangkok

McGlinchey, Alfred H., Office of Security, Technical Services Division to Nairobi

McKeever, Thomas E., Office of Security, Foreign Operations Division to Buenos Aires

McBane, Susan C., Bonn to Bangkok

McCarthy, Rose Mary, Tokyo to Ottawa

McCollum, Carl W., Foreign Service Institute to Berlin

McGuire, Roger A., Maputo to Bureau of Personnel

McKeever, Georgia Blum, Inter-American Affairs to Buenos Aires

McLaskey, Timothy D., Pakistan to Near Eastern and South Asian Affairs

McMillen, John J., La Paz to Quito

McNeil, Francis J., Office of Inspector General to San Jose

Meinheit, Harold E., East Asian and Pacific Affairs to Hong Kong

Merikoski, Juha O., Helsinki to Brussels

Miller, Emmett W., Kuwait to Near Eastern and South Asian Affairs

Miller, Jane Leahy, Junior Officer Corps to Moscow

Minatre, Gary D., Office of Communications, Programs and Engineering Division to Pretoria

Mitchell Jr., George H., Foreign Service Institute to Ottawa

Mitchell, Rudolf, Geneva to Foreign Buildings Office, Building Design

Molineaux, Paul D., Policy Planning Staff to Bonn

Mori, Ichiro, Foreign Buildings Office, Building Design to Tokyo

Moyer, Shelia K., Yaounde to Nairobi

Moyle, Joseph W., Tripoli to Kuala Lumpur

Myers, Maurice E., East Asian and Pacific Affairs to Manila

Nelson Jr., Harvey F., Inter-Governmental Assignment to Bureau of Personnel

Ness-Kramme, Gusta, Pretoria to Moscow

Nibley, Lloyd E., Athens to Manila

Nichols, James C., East Asian and Pacific Affairs to Manila

Norwood Jr., Thomas L., Prague to European Affairs

Oyen, Robert E., Kinshasa to Office of Communications, Programs and Engineering Division

Pavitt, James L., Berlin to European Affairs

Payne, George E., Office of Security, Washington Field Office to Office of Security

Penner Jr., Vernon D., Foreign Service Institute to Frankfurt

Perry, Curtis J., East Asian and Pacific Affairs to Manila

Petty, Paul R., Foreign Service Institute to Helsinki

Pfeifer, Albert L., Sinai Field Mission to Communications Center

Phillips, Robert A., East Asian and Pacific Affairs to Beijing

Pierce, William Allen, Tunis to Jidda

Pirro, Gregory, Rome to Jakarta

Potter, Jo Carole, Port-au-Prince to Consular Affairs

Powell, Ronald L., Greece to Kinshasa

Powell, Scott T., Inter-American Affairs to Quito

Preeg, Ernest H., Lima to Inter-American Affairs

Proctor, Robert A., Jidda to African Affairs

Propst, Sharon E., Germany to Jakarta

Quinn, Lucy D.R., Damascus to Foreign Service Institute

Rackmales, Robert, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology to Rome

Reams, Ronald Aubrey, Brazil to Lisbon

Reddy, Leo J., International Communication Agency to Vienna

Rek, Donald C., Johannesburg to La Paz

Riddle, John R., Foreign Service Institute to Madrid

Ries, Charles Parker, Santo Domingo to Office of the Secretary

Ries, Marcie Berman, Santo Domingo to Policy Planning Staff

Riley, John P., Kingston to Economic and Business Affairs, Office of Business Practices

Rivera, Rudolph Lawrence, Overseas Citizens Services to Monterrey

Roberts, Douglas K., Kinshasa to Islamabad

Roberts, Joyce S., Dublin to Wellington

Robertson, James E., Office of Comptroller to Bogota

Robinson, Stanley H., Kampala to Dakar

Rogers, Kenneth N., Human Rights and Humanitarian Affairs, Office of Human Rights to Tangiers

Rogus, David Francis, Tijuana to Rio de Janeiro

Rosenblatt, Josiah B., Tel Aviv to Operations Center

Salter, Bryant J., Douala to Office of the Secretary

Schmidt, John Richard, London to Foreign Service Institute

Schmidt, Ralph D., Moscow to Singapore

Schuloff, Franklin A., Rabat to Rome

Scott, Gail Patricia, Hermosillo to Lagos

Sebastian, Peter, Casablanca to Rabat

Sherman, Roger P., Near Eastern and South Asian Affairs to Medan

Shoup, Frederick Owen, Japan to Reykjavik

Simmons Jr., John F., International Organization Affairs, International Economic Policy Staff to London

Skocz, Dennis Edward, Bridgetown to Madras

Smith, Edward J., Office of Communications to Berlin

Smith, Edward M., Chile to La Paz

Smock, Donald L., Tripoli to Islamabad

Snow, Stephen R., Tunis to Kuwait

Snyder, Betty Kathleen, Bombay to Frankfurt

Sorensen, John E., Moscow to Belgrade

Stafford III, Joseph D., Tehran to Palermo

Stegensek, Dorothy, Berlin to Vienna

Steichen, David J., Athens to Montevideo

Stephens, Fred D., Mandalay to Rangoon

Stoma, Mary K., Ndjamena to Kampala

Sulak, Michael A., Office of Communications, Programs and Engineering Division to Bonn

Sullivan, Joseph Gerard, Foreign Service Institute to Inter-American Affairs

Sutherland, Peter A., Kuwait to Manama

Swafford, Linda O., European Affairs to Madrid

Tartter, Jean R., Inter-Governmental Assignment to Bureau of Personnel

Taylor, Everard S., Inter-American Affairs to Toronto

Taylor, James Edward, Afghanistan to Operations Center

Taylor, Lisa N., East Asian and Pacific Affairs to Jakarta

Thomas, Francisca A., Junior Officer Corps to Monterrey

Thompson, John B., Foreign Service Institute to Vienna

Thoren, E. Michele, Foreign Service Institute to Department of Commerce

Tienken, William Henry, Tijuana to Nassau

Tisak, M. Susan, Belgrade to Madrid

Topping, Peggy Hall, Bureau of Personnel to Frankfurt

Tornavacca, Louis, Vienna to Berlin

Trader, Donald Paul, Port-au-Prince to Dusseldorf

Trimble, Phillip R., Near Eastern and South Asian Affairs to Kathmandu

Tripp, Scott A., Office of Security to Manila

Twohie, George Francis, Frankfurt to Office of Executive Director of Department

Ullrich, Daniel W., Office of Communications to Moscow

Van Order, Matthew H., Monterrey to International Narcotics Matters

Vandevander, Ronald L., New Delhi to Near Eastern and South Asian Affairs

Vanzee, Charles C., East Asian and South Asian Affairs to Seoul

Vinal, Henry G., Sao Paulo to Montevideo

Vincent, Eugene G., European Affairs to Rome

Vincent, Ronald E., European Affairs to Moscow

Watkins Jr., Robert Earl, Kingston to Visa Office

Webb Jr., James, Suva to Office of Consular Affairs, Public Affairs Staff

White, James W., Copenhagen to Melbourne

Whiting, John D., Panamanian Affairs to Santo Domingo

Widess, Karen Ann, Junior Officer Corps to Port-au-Prince

Williams, Hugh Floyd, Kingston to Brussels

Wills, Calvin D., Bamako to Mexico

Wilmeth, Doris E., European Affairs to Addis Ababa

Wilson, Floyd L., Rome to Islamabad

Wilson, Jewellene E., Paris to Brazzaville

Wilson, Mary H., Foreign Service Institute to Geneva

Wood-Thurston, Sue, Foreign Service Institute to Consular Affairs, Passport Office

Wright, Donna Maye, Belgium to Manila

Yelton, Nancy A., Brussels to European Affairs

RESIGNATIONS
(July)

Arendt, Richard D., Economic and Business Affairs, International Finance and Development Division

Barrish, Carole Marie, Buenos Aires

Blount, Mary Ann, Mexico

Carson, Anne D., Bureau of Administration, Foreign Affairs Information Management Division

Davis, Sandra Kay, Mexico

Denny, David L., Beijing

Dishaw, Robert A., Information Systems Office, User Support Services Staff

Dubose, Cecilia Grace, Kingston

Dunn, Thomas G., Dublin

Fuchs, Joseph L., Junior Officer Corps

Geraci, Irene C., African Affairs

Glidewell, Barbara A., Geneva

Goodall, Theresa R., Medical Complement

Goodson, Robert Ledonne, Kingston

Haas, Steven Charles, Economic and Business Affairs, Industrial and Strategic Materials Division

Knaebel, Evelyn R., San Jose

Knickmeyer, Caralmae Ameda, Caracas

Martin, David A., Human Rights and Humanitarian Affairs

Millin III, John A., Palermo

Mongillo, Diane F., International Organization Affairs

Niemela, Lauri J., Intelligence and Research

Rojek, Kimberly M., Geneva

Sabbagh, Isa K., Jidda

Schnee, Alexander, Classification/Declassification Center

Shields, Luise L., Office of Senior Adviser to the Secretary

Shugart Jr., Thomas H., Ottawa

St. John, Elsa, Family Liaison Office

Straley, Pamela, San Jose

Usenik, Frances A., Classification/Declassification Center

Weaver, Eric R., Abu Dhabi

Wing, Amparo, La Paz

RETIREMENTS
(July)

Ahlschwede, Billy J., Bureau of Personnel

Andranovich, Andrew, Politico-Military Affairs

Berry, Maxwell K., East African Affairs

Churchill, George T., Politico-Military Affairs, Office of International Security Operations

Cook Jr., Leicester W., Intelligence and Research, Office of Strategic Affairs

Clare, John W., Tokyo
Daniels, Daniel H., Copenhagen
Edmond, Lester E., Asian Development Bank
Fitzsimons, Catherine E., Canberra
Green, Marvin D., Office of the Executive Director of Department
Heck, L. Douglas, Near Eastern and South Asian Affairs
Hendry, Roslyn M., Kathmandu
Johnson Jr., William M., Johannesburg
Lewis, Jane K., Bangkok
Newman, Mary A., Edinburgh
Robinson, William B., Politico-Military Affairs, Office of Munitions Control
Skowronski, Harriet P., Paramaribo
Spector, Sam, Office of Communications, Communications Security Division
Wheelock, John T., Near Eastern and South Asian Affairs □

FOREIGN SERVICE NOMINATIONS

The Senate received the following nominations on July 2:

Appointment as FSIO-2, consular officer, and secretary

Alfred V. Boerner Jr.

Appointment as FSO-3, consular officer, and secretary

Stanley E. Johnson

Appointment as FSIO-4, consular officer, and secretary

Christopher Paddack

Promotion from FSO-6 to FSO-5

Eric A. Kunsman

Appointment as FSO-5, consular officer, and secretary

Russell F. King

Appointment as FSIO-5, consular officer, and secretary

Randall Speer

Promotion from FSO-7 to FSO-6

Charles L. Glatz Jr.
Bruce W. Keeling
Eileen Ann Riley
Tanya M. Russ
James Douglas Seay
Michael James Senko
Stuart Lee Spoede II
Laurence D. Wohlers

Appointment as FSO-6, consular officers, and secretaries

Larry H. Atcherson
Marie Louise Burba
Karlene G. Knieps

Appointment as FSIO-6, consular officers, and secretaries

* Wendy Marie Beaver
Katherine Inez Lee

Appointment as FSIO-7, consular officers, and secretaires

Merrie D. Blocker
Camille Caliendo
Carl Kam-To Chan
Janey D. Cole
Betty Ann Felthousen
Gerard J. Joria
Mark Krischik
Peter John Kovach
Gregory Lynch
Helen E. McKee
Greta N. Morris
Gloria S. Nelli
Karen L. Pérez
William R.C. Phelps
Warren Soiffer
Louis John Spaventa
Daniel Sreebny
Alden P. Stallings
Sam Westgate

Appointment as FSIO-8, consular officers, and secretaries

Brad Owens
Michael T. Scanlin
Daniel Alan Spikes

FSRs to be consular officers

Stanton R. Bigelow
Donna C. McClelland

FSRs to be consular officers and secretaries

Nancy Anne Agnew
Lois Gochnauer Angulo
Edmund Earl Atkins
Gloria Charles Becker
David Stewart Black
John Bobbin
John Jack Boris
Manuel Brana
Helen Dorothy Brown
Lou Linn Cain
Sandra Joy Campbell
Marc R. Cardwell
Helen Marshall Carter
John A. Chalfant
John W. Chamberlin
Jorge Cintrón
Jan A. Cioci
James Francis Cole
Edward F. Connelly
Alice R. Cook
John Scott Crissman
Jack G. Downing
Philip Hughes Egger
Christopher Paul English
Catherine A. Eschback
John Joseph Foarde III
Warren E. Frank
Howard J. Freeman Jr.
Philip Charles French
John F. Gilhooly
Jeffrey H. Gorsky
Shirley Marie Hartman
Richard Lance Hartung
Robert W. Ince
Cherie Jean Jackson
Gerald L. Jacoby
Emily E. Jeffers
Wesley D. Johnson
Mark Raymond Kennon
Peter S. Koromilas
Monica Ladd
C. Robert Loftis Jr.
John R. Mangis
Wendell Alexander Matthews
Virginia E. Morris
Olin Winston Morrow
Marie Murray
Bismarck Myrick
Louis John Nigro Jr.
Lane A. Nordholm
Nelson Blythe Nugent
Barbro Appelquist Owens
Morton Mowbray Palmer III
John F. Patton
Curtis Jay Perry
Lisa A. Piascik
Peter W. Rhoades
John E. Roberts
Ronald Sinclair Robinson
James Merrill Rosenbluth
Stephen L. Savage
Virginia Jean Scheel
Albert Shaw
Conrad A. Smith
Nicholas James Spiliotes
Elizabeth Petersen Spiro
Howard Joseph Thomas Steers
Howard Stoffer
Lisa N. Taylor
Gail Aragon Thompson
Alan Roger Tousignant
Herbert Leo Tyson
Carol Lee van Voorst
Charles C. Van Zee
Jennifer Claudette Ward
Dorothy Watson
Patrick T. Welch
Robert H. White
David G. Whittlesey
Donald Yukio Yamamoto

FSRs to be consular officers or secretaries

Stanton R. Bigelow
Peter N. Brush
John P. Carlson
Donna C. McClelland
Robert A. Stella
Eugene G. Vincent
Gene H. Williams

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* Converting from Foreign Service officer.

FSSOs to be consular officers

Dan J. Jordan
Patrick B. Long
Vita A. Palazzolo
Dorothy J. Simmons

Appointment as FSIO-7, consular officer, and secretary, effective May 23, 1980:

Arthur N. Buck □

FOREIGN SERVICE INSTITUTE—*Regine Whittlesey* accepts certificate for her four-week-old daughter, *Mandoline*, youngest "graduate" of the two-week family seminar. *Fanchon Silberstein*, coordinator, is on left. □

COMMISSIONING AND TENURE

The Foreign Service Commissioning and Tenure Board has recommended the following officers for career tenure:

(May session)

Alvarez, Mirta
Blohm, Robert J.
Boehm, John C. Jr.
Boshoven, Nancy
Butler, Lawrence E.
Campbell, Arnold H.
Chumley, Lana C.
Collins, John A. Jr.
Deshazo, Joyce A.
Fretz, Robert L.
Gordon, James K.
Harrington, Donald B.
Hedstrom, Kenneth R.
Jennings, Hartford
Johnson, Laurie A.
Kennedy, Stephen W.
Kepler, Robert W.
Klein, Esther
Marquis, Alphonso G.
Memler, William H.
Monroe, William T.
Nesbit, Leroy P.
Nolan, Stephen J.
Noyes, Jon L.
Pierce, Roger D.
Smith, Katherine H.
Spakauskas, Anthony V.
Wagenseil, Steven
Waldrop III, Neal A.
Wehrli, Edward J.
Weston, Stephanie ■

TUNIS—Ambassador *Stephen W. Bosworth*, second from left, presents awards. From left: mailroom supervisor *Bechir Ben Nasr;* general services officer *Daniel A. Johnson;* mailroom clerk *Tahar El Gueid;* budget and fiscal officer *William R. Gray; Bruce Strathearn.* □

BUREAU NOTES

Secretary's Office

SECRETARY MUSKIE accompanied the President on a state visit to Rome, and the summit meeting in Venice, June 19–24. He then traveled to Ankara to attend the NATO summer ministerial conference, June 25–26, and to Kuala Lumpur, June 27–29, for the meeting of the Association of Southeast Asian Nations. Among those accompanying the Secretary were **MRS. MUSKIE; DAVID NEWSOM**, under secretary for political affairs; **JOHN TRATTNER**, Department spokesman; **LEON BILLINGS**, executive assistant to the Secretary; **BERL BERNHARD**, consultant to the Secretary; **RAYMOND SEITZ**, deputy executive secretary of the Department; **SAMUEL BERGER**, deputy director, Policy Planning Staff; **GAYLE CORY, ROBERT ROSE** and **ARNOLD RAPHEL**, special assistants to the Secretary; **CAROLE PARMELEE**, personal assistant to the Secretary; **JOHN KELLY**, director, Secretariat Staff; **GLENN MATHIAS**, medical officer; **WILLIAM SIMS**, trip administrative officer; **EARL WAYNE, MARIE HUHTALA** and **JOHN DOOLEY**, staff officers, Secretariat Staff; **MARIE MORRIS, JOYCE WENTZ** and **ANITA MUELLER**, secretaries, Secretariat Staff.

Secretary Muskie addressed the Foreign Policy Association in New York, July 7. On July 8 he accompanied the President to Tokyo, for the official funeral services for the late **PRIME MINISTER OHIRA**. Accompanying the Secretary were Mr. Billings; **RICHARD BALTIMORE**, special assistant to the Secretary; Mr. Wayne; and **LINDA LEYBLE**, secretary, Secretariat Staff.

Ambassador **ANTHONY QUAINTON**, director, Office for Combatting Terrorism, traveled to Rome, Amsterdam, the Hague, Brussels and London, for consultations with U.S. and foreign officials, May 24–31. While in Rome, he headed the U.S. delegation to a conference on the Bonn anti-hijacking declaration. From July 14–18, he traveled to Guatemala and El Salvador for consultations. **FRANK PEREZ**, deputy director, Office for Combatting Terrorism, briefed the Foreign Service Institute's ambassadorial seminar on terrorism, June 12. From June 24–26, Mr. Perez attended a Federal Bureau of Investigation symposium on international terrorism. Mr. Perez briefed the National Foreign Policy Conference for Presidential Management Interns, on terrorism, July 29. **ALAN EASTHAM**, formerly with Public Affairs, has joined the staff of the Office for Combatting Terrorism.

The Office for Liaison with State and Local Governments, in cooperation with the Bureau of Public Affairs, hosted a conference for state and local government officials, in the Department, July 14–15. Ambassador **W. BEVERLY CARTER** participated in the proceedings of the annual meeting of the Conference of State Legislatures, in New York, July 7–9. Deputy coordinator **DAVID SHINN** represented the Department at "Canadian Friendship Day," in Seminole, Okla., July 1. He attended the annual conference of the National Governors' Association, participated in a briefing of governors who are members of the Ozarks Regional Commission, and met with the executive director of the National Conference of State Legislatures, in Denver, August 3–5.

Secretariat Staff changes: **MARIE HUHTALA** departed June 30 for the Bureau of African Affairs; **JOHN DOOLEY** departed for the Italian desk on July 11; **BETSY NEIL**, from Oslo, replaced **LYNDA DUNN** on July 15; **ART HUGHES** departed July 17 for Copenhagen; **JOYCE WENTZ** departed July 18 for the Bureau of International Organization Affairs; **ELIZABETH RASPOLIC** joined the staff on July 21; and **MILDRED PATTERSON** departed July 27 for the Office of the Under Secretary for Political Affairs. □

OFFICE OF PROTOCOL

Chief of protocol **ABELARDO VALDEZ** on July 17 escorted members of the diplomatic corps via a commercial airline charter to Detroit, for the last sessior of the Republican national convention. The following accompanied the party: Deputy chief of protocol **RICHARD GOOKIN, WILLIAM ALTMAN, JEANNE BULL, PATRICK DALY, JUNE FRAZIER** and **CYNTHIA WILLIAMS. JIM MARK** and **STELLA GUERRA** greeted the party on its arrival in Detroit. A similar program was planned for the Democratic national convention in New York, August 11–14. Assistant chief of protocol **KENNETH HAYS** accompanied the U.S. presidential delegation to the commemoration of the first anniversary of the Nicaraguan revolution, July 18–19. **WILLIAM SITTMANN** and **SHIRLEY STEWART** accompanied the U.S. presidential delegation to the memorial service for **PRESIDENT KHAMA** of Botswana, July 22–26.

Mr. Valdez welcomed members of the diplomatic corps attending the Democratic national convention in New York, August 11–14, assisted by Mr. Hays, Ms. Guerra, Gahl Bothe, Mr. Altman and Ms. Williams. Mr. Hays accompanied Mrs. **ROSALYNN CARTER** to the inauguration of **PRESIDENT-ELECT BELAUNDE** of Peru, July 26–29. On August 1, Mr. Mark transferred from the Office of Protocol to the American embassy in Nairobi, Kenya. **JOHN A. MURTHA** became the new assistant chief of protocol for administration. On August 11, Mr. Gookin addressed students from the United Arab Emirates at the University of Pennsylvania, Middle East Center. Summer intern Cynthia Williams resigned on August 22 to return to Texas A&M. □

Administration

OFFICE OF COMMUNICATIONS

The office's special assistant, **JEAN A. GILBERTSON**, entered long-term academic study at Ft. McNair's Industrial College of the Armed Forces. New arrivals from private industry and another Government agency included **BRUCE ADAMS, LARRY BANKS, WESLEY LINCOLN, RAYMOND NAULT**, and **WILFORD SAYLOR**. A George Washington University graduate electronics engineer, **RICHARD R. JOHNSTON**, joined the office in July. Returnees to the office include **JAMES HALL**, Ottawa; **SWAIN BRITT**, Damascus; **DAVID BELTZ**, Accra; W. CAR-

OFFICE OF COMMUNICATIONS—New employees and staff of the Communications Center Division, Analysis Section, are, left to right: *Edgar Thomas; Margery Benson; Ritz Peruzzi;* **assistant chief** *Leroy Farris;* **chief,** *June Deitz; Samuel Love; Alan McCurry; Brenda Nesbitt.* □

OFFICE OF SECURITY—At signing of overseas security support agreement are, from left, seated: *William Catterson* and *Theodore Brown*, ICA; *Karl Ackerman* and *Verne St. Mars*, State. Standing, from left: *Robert Light*, *Leslie Nolan* and *Robert Reinhold*, ICA; *Joe Morton*, *Patti Morton*, *Louis Kachulis* and *Jerry Tolson*, State. *(Photo by Robert Kaiser, Visual Services)* ☐

TER BROWN, Karachi; GLENN POWELL, Paris; ROBERT E. OYEN, Kinshasa. LARRY ENGLEBRAKE is now representative to the National Communications System, and departees are JOHN FOCHS, Brussels, GARY MINATRE, Pretoria; and WADE TAYLOR, Moscow. Joining the Communications Center are CHARLES FLEENOR, from the Bureau of Intelligence and Research, and STEPHEN KULESZA, from Diplomatic Pouch and Courier Operations. ☐

OFFICE OF SECURITY

VERNE F. ST. MARS, assistant director for operations, was guest of honor at a retirement reception in the Office of Security, August 27. KARL D. ACKERMAN, deputy assistant secretary for security, was joined by about 150 Department and other agency employees in extending best wishes to Mr. St. Mars and his wife, Hope, for a long and happy retirement in Texas. Mr. St. Mars was presented the Department's engraved retirement plaque, which notes his 28 years of U.S. Government military and civilian service, 1952–80, and an additional plaque on which his security credentials are enshrined. In the presentation, Mr. Ackerman cited Mr. St. Mars' colorful and distinguished career with Security, 1963–80, during which time he was based on five continents, filled positions covering the full spectrum of Security's responsibilities, and received a Superior Honor Award for his contributions to the Department's counterterrorism programs. Mr. St. Mars expressed his appreciation to those with whom he had served in the Department and overseas, for the contributions they had made to the success and happiness of his career.

MARVIN GARRETT JR. assumed the responsibilities of assistant director for operations in August, transferring from the regional security supervisor position in Nairobi. MARVIN DOIG, regional supervisor, Hong Kong; EUGENE BISHOP, regional supervisor-designate, New Delhi; and RALPH LAURELLO, regional supervisor-designate, Nairobi, were in the Department for consultation during August. Mr. Bishop was to open a new regional office in Embassy New Delhi, in mid-September. MACLYN MUSSER returned to the Division of Operations after completion of the academic year at Massachusetts Institute of Technology, Cambridge, and has responsibility for the Moscow project. PETER J. ROCHE completed a year's study at the Industrial College of the Armed Forces, in June, and was designated chief, Education and Training Staff. JOHN BAGNAL, Technical Security Division, was assigned as officer-in-charge, Washington Engineering Services Center, in July. MICHAEL E. COUGHLIN transferred, July 28, from chief, Special Assignments Staff, to director, Office of Security, AID. ROYAL KASTENS became special agent-in-charge of the Los Angeles Field Office, effective August 15, from regional security officer, Brasilia.

GORDON HARVEY, chief, Division of Foreign Operations, and FRED BRANDT, operations chief, Division of Technical Security, visited Bulgaria, Romania and Hungary for two weeks in July, to assist post officials with security-related matters. ANDY CORSUN, Threat Analysis Group, consulted for one week in July with officials at Embassy Athens and Consulate General Istanbul. CHUCK RUNNER, Technical Security Division, visited the U.S. Army Foreign Science and Technology Center, Charlottesville, Va., and the Army Materials and Mechanics Research Center, Watertown, Mass., in continued efforts to improve techniques and equipment for deterring and protecting overseas missions from violence. Mr. Ackerman visited the Federal Law Enforcement Training Center, Glynco, Ga., August 12–13, for orientation discussions, while the special agent, Class 20, was there for one week's security-related training.

The Office of Security had protective responsibility during July for visits to the United States of General KAMAL HASSAN ALI, defense minister, Egypt; BOUTROS GHALI, minister of state for foreign affairs, Egypt; YOSEF BURG, minister of interior, Israel; HANS-DIETRICH GENSCHER, foreign minister, Federal Republic of Germany; ISIDORO MALMIERCA PEOLI, foreign minister, Cuba. Special agents in charge of protection were KEN HILL, JERRY DUMAS, ALAN NATHANSON, JOHN GIBBONS and BERNIE JOHNSON. Agents in charge of protective units accompanying Ambassador DONALD F. McHENRY, United Nations, during his travels to Nicaragua and Botswana were BOB MOLLER and DAVID HAAS. Protective Liaison Staff officers BILL DeCOURCY, DICK HECKMAN and MIKE

TRETOLA coordinated with the Department's Olympic Working Group and other federal, state and local agencies concerning post-Olympic competitions taking place this summer throughout the United States.

Office of Security employees recently completing language training at the Foreign Service Institute were: **BOB BENKER** (Belgrade), Serbo-Croatian; **JOHN CORRIS** (Brasilia), Portuguese; **TIM DIXON** (Leningrad), Russian; **BARBARA KRAUSE** (Document Information Systems-Moscow), Russian; **MICHAEL LaFRANCHI** (Yaounde), French; **JIM LANNON** (Santo Domingo), Spanish; **GARY MARVIN** (Kinshasa), French; **JERRY WILSON** (Managua), Spanish. Attending other institute courses were: **CRAIG DAUGHERTY** (Technical Security Division), "Equal Employment Opportunity Seminar"; **KATHLEEN PIANKA** (Freedom of Information and Privacy Act Staff), "Management Seminar for Secretaries," at Berkeley Springs, W. Va.; **KAREN CROCKETT** and **RUTH McDOWELL** (Document Information Systems), "Elementary English Skills" and "Basic Writing Skills," respectively. **ELIZABETH GRAVELY** (Washington Field Office) participated in the one-day accelerated "Career Workshop for Women," at the Watergate Hotel. **DON MORRIS** (special agent-in-charge, San Francisco Field Office) attended the Office of Personnel Management course, "Constructive Interpersonal Negotiation for Managers and Supervisors." **MARION LUNDE** (San Francisco Field Office) attended the course "Understanding and Managing Human Behavior." **PATTI MORTON** (policy adviser) participated in a workshop at the Office of the Federal Register, July 25, and in the Senate Foreign Relations Committee final markup sessions on the Foreign Service Act, in August.

Security engineering officers and regional security officers attending the "In-Service Seminar" scheduled by the Education and Training Staff at the Department, August 11-15, included: **RALPH CHIOCCO** (Stockholm), **JIM CHRISTOPHER** (Panama), **H. FIELD COOPER** (Frankfurt), **TIM DIXON** (Leningrad), **LOUIS GROB** (Athens), **CHARLES HURLEY** (Panama), **RUDY JACKSON** (Rio de Janeiro), **RALPH NOURSE** (Pretoria), **MARK STEVENS** (Casablanca), and **RICHARD TATUM** (Casablanca). Additional security officers in the Department for consultation were **ART HANREHAN** (Geneva), **LARRY HARTNETT** (Nicosia), **PETE HIMMELBERGER** (Leningrad) and **JOHN KEYS** (Yaounde).

Mr. Ackerman and **THEODORE BROWN**, director, Office of Security, ICA, signed a revised State Department-ICA overseas security support agreement, July 30. The new agreement reflects changes in internal policies and updating of organizational designations; however, the thrust of the original agreement signed in 1954 is retained. ICA has responsibility for the accomplishment of necessary security functions, but delegates authority for their actual performance to the Department through its regional security officers overseas. Mr. Ackerman concurrently signed an operational document to disseminate the new agreement and implementing instructions to security offices around the world. □

Language Services Division

Interpreters **CORNELIUS IIDA** and **VIVIAN CHANG** traveled to Tokyo, July 7–10, to interpret for **PRESIDENT CARTER**'s meetings with Japanese authorities and the prime minister of the People's Republic of China, respectively. Immediately following this trip, Mr. Iida went on leave preparatory to his scheduled transfer to the embassy in Tokyo at the end of the month. Verbatim reporter **MARIE TAYLOR** covered the Secretary's foreign policy speech before the Foreign Policy Association, in New York, July 7. In August she traveled to Los Angeles and San Francisco to cover Mr. Muskie's speech at the steelworkers convention, August 7, and his address to the combined membership of the Commonwealth Club of California and the World Affairs Council of Northern California, August 8.

STEPHANIE VAN REIGERSBERG accompanied the U.S. delegation headed by Ambassador **DONALD McHENRY** to Managua, for the first anniversary celebration of the Sandinista revolution and, July 29, accompanied **ROSALYNN CARTER** to Lima, for the inauguration of the newly-elected president of Peru. **SOPHIA PORSON** served as **VICE PRESIDENT MONDALE**'s interpreter in both French and Portuguese during his African trip, July 16–23. **BILL FUKUDA** interpreted for meetings of the U.S.-Japan coal liquefaction steering committee during July and August, while **TED HERRERA** handled U.S.-MEXICO commodities sales talks. German interpreter **HARRY OBST** traveled to Pickatinny Arsenal, N.J., for U.S.-German tank armament talks, July 9–12, and to New York, July 30–31, to interpret for legal depositions for the Federal Trade Commission. Former staff reporter **ARNOLD COHN** helped out the division by traveling to Chicago for a U.S. District Court matter, at Justice Department request. **NEIL SEIDENMAN** interpreted for the Brazilian secretary of labor during the latter's Washington visit, the week of July 14, and accompanied him to a conference in Madison, Wisc., from which he returned July 23.

TONY HERVAS and Mr. Herrera interpreted for U.S.-Mexico textile talks, July 22–24. **DIMITRY ZARECHNAK**, Russian interpreter, accompanied a National Oceanographic and Atmospheric Administration paleoclimatology delegation to Siberia, via Japan, July 14–28. Russian interpreter **DIMITRI ARENSBURGER** completed his work with the chemical warfare talks in Geneva, July 15, and took leave in Europe prior to his return to the United States. **BILL KRIMER** left for Geneva, August 7, to assist Ambassador **RALPH EARLE** with discussions connected with a nonproliferation treaty review. The division welcomed **CHERYL TUCKER**, a bilingual French typist, who transferred from Public Affairs; and **MICHAEL CLEMONS**, who filled a clerical vacancy in the division's administrative unit. The division accepted the resignation, August 11, of **JEAN KRATZER**, a translator of Romance languages. □

Division of Publishing Services

VIRGINA S. BUTLER, chief, Publications Distribution Branch, addressed the Department's student aides in July on "Building a Job Career." She stressed developing positive attitudes and improving job skills. Over 45 young people have worked in the distribution branch since the program began in 1966. Students assigned there this summer were **DEENA ALSTON**, **TONYA MITCHELL**, **DAMITA PETTIS** and **PAULETTE GASKINS**. □

African Affairs

Assistant Secretary **RICHARD M. MOOSE** addressed members of the New Orleans International Trade Club, June 26. He also spoke to several groups of bankers and businessmen in New York, August 6. In addition, Mr. Moose met with representatives from the banking and business community in Hartford, Conn., August 8. Mr. Moose also accompanied **VICE PRESIDENT MONDALE** on the vice president's first trip to West Africa, July 15–29. On August 4 Mr. Moose attended **SECRETARY MUSKIE**'s luncheon meeting for national black leaders.

Deputy assistant secretary **LANNON WALKER** and **CARL CUNDIFF**, former director of the Economic Policy Staff, briefed an ICA-funded group of African economic officials, June 20, in the Department. Deputy assistant secretary **MABEL M. SMYTHE** briefed a group of educators sponsored by the Phelps-Stokes Fund, July 5, in Washington. She also addressed the Wharton School economic interns, in Washington, July 29. Ambassador **WILLIAM B. EDMONDSON** spoke at the Exchange Club and International Affairs Club, in Omaha, June 24. He also addressed the Mid-America Committee, in Chicago, July 25. Ambassador **DONALD NORLAND** spoke to the Rotary Club in Salt Lake City, July 28, and at the University of Colorado, in Boulder, July 30. The ambassador, who is on evacuation orders, earlier gave the commencement address at St. Thomas College graduation exercises, in Minneapolis, May 24. He also spoke to the semiannual reunion of the Oklahoma Press Association, June 13–14, in Wagoner.

On June 24 the League of Women Voters gave a special briefing to the African diplomatic corps, in the Department, on the U.S. presidential elections. **WILLIAM HUDSON**, Office of West African Affairs, briefed a group from the National Association of Black Social Workers, in the Department, July 17. **RALPH**

MOGADISHU, Somalia—*Brian Petterson*, center, with his parents, Ambassador and Mrs. *Don Petterson*, as he receives his first diplomatic passport from consular employees *Richard Allocca*, right, and *Halima Sheik Ali*, left. ☐

GRANER, deputy director, Office of Inter-African Affairs, briefed a group of African public administrators, August 11, in the Department. ALAN HARDY, Office of Southern African Affairs, briefed a group of Lutheran filmmakers, on Namibia, in the Department, August 7.

PETER J. de VOS, deputy director of the Office of Southern Africa Affairs, is now in Portuguese language training. PETER S. MAHER, country officer for Botswana, Lesotho, and Swaziland, is also in Portuguese language training. Mr. Maher recently accompanied the official delegation, headed by Ambassador DONALD McHENRY, to the funeral of Sir SETETSE KHAMA in Gaborone. DAVID E. T. JENSEN, economic officer in Southern African Affairs, has transferred to the Bureau of Intelligence and Research. CAMERON R. HUME, country officer for South Africa, departed August for language training in Tunis. RICHARD W. HOOVER, country officer for Zambia and Malawi, has departed for the Bureau of European Affairs. DAVID B. DLOUHY has entered on duty in Southern African Affairs, as country officer for South Africa. He served previously in Santiago. ROBERT C. FRASURE has entered on duty in Southern African Affairs as country officer for Zimbabwe. LEE R. REYNOLDS has entered on duty in Southern African Affairs as secretary to the director. She comes from Dakar. LEWIS R. MacFARLANE, former deputy director in Southern African Affairs, has departed for Lubumbashi, where he is principal officer. EUGENE D. SCHMIEL, country officer for Zimbabwe, has departed Southern African Affairs for training at the Foreign Service Institute. BARBARA STANBACK has departed Southern African Affairs to work in Geneva with the law of the sea conference. Alternate deputy director JENNIFER WARD was part of the advance team for the presidential adviser on science and technology, FRANK PRESS. The team traveled to Kenya, Nigeria, Senegal and Zimbabwe. The following personnel have joined the office of Inter-African Affairs: PRINCETON LYMAN, director; MARIE T. HUHTALA, as the congressional liaison; and SHERON MAKELL, as secretary.

Ambassador WILLIAM L. SWING (Congo) was in the United States during May for consultations. He delivered the commencement address and received an honorary doctor-of-letters degree at Catawba College, Salisbury, N.C. He also was the keynote speaker at the 38th annual meeting of the Institute on World Affairs, at San Diego. He met with Los Angeles Mayor TOM BRADLEY and the mayor's Africa task force, with the editorial boards of the Los Angeles Times and the San Diego Union, and with banks and businesses in New York and Atlanta. ☐

Arms Control and Disarmament Agency

Director RALPH EARLE II headed the U.S. delegation to the second international conference in Geneva to review the treaty on nonproliferation of nuclear weapons. The director was in Geneva for the opening of the August 11-September 5 conference, and later undertook other business in Europe. In his absence, the delegation was headed by assistant director CHARLES N. VAN DOREN, who was accorded the personal rank of ambassador for the conference. The U.S. delegation included representatives of the Departments of State, Defense and Energy. Agency members, in addition to the director and Mr. Van Doren, included Ambassador CHARLES C. FLOWERREE, head of the U.S. delegation to the Committee on Disarmament; general counsel THOMAS GRAHAM JR., FRANK D. BUCHHOLZ and GAIL ROSENBERG. Mr. Earle discussed the review conference, July 24, in an appearance before a subcommittee of the Senate Foreign Relations Committee. On July 18, Mr. Earle greeted SUSAN O'HARA of Bethel, Conn., who was his counterpart in the 1980 session of Girls Nation, July 12-19 at American University under sponsorship of the American Legion Auxiliary.

The mutual and balanced force reduction negotiations recessed in Vienna, July 24, and are expected to resume September 25. The new agency representative will be JOSEPH B. NORBURY, a career Foreign Service officer. Mr. Norbury is a graduate of the University of Chicago and a member of the Illinois and New York bar associations. He has served in Belgium, Poland, the Soviet Union, Chile and at the U.N. Mr. Norbury replaces EDWARD L. KILLHAM, who was assigned to Brussels.

The director has selected EDMUND S. FINEGOLD to be chief of the Arms Transfer Division of the Weapons Evaluation and Control Bureau. A graduate of Princeton University, with a master's from Harvard, Mr. Finegold served with the Air Force and the Defense Intelligence Agency before joining the arms control agency in 1964. Upon graduation from the National War College, ROGER F. PAJAK returned to duty as deputy chief of the Arms Transfer Division. While at the National War College, Mr. Pajak served concurrently as a senior research fellow at the National Defense University research directorate. VICTOR E. ALESSI has been selected by the director as chief of the Strategic Affairs Division of the International Security Programs Bureau. A member of the agency's Senior Executive Service training program, Mr. Alessi joined the agency in 1974 to work in the Strategic Affairs Division. He was a member of the SALT Delegation, serving for a time as executive secretary. A graduate of Fordham, he holds a doctorate in physics from Georgetown. BETTY JANE JONES, a career Foreign Service officer, has been detailed to the agency to replace Mr. Flowerree as chief of the International Relations Division in the Multilateral Affairs Bureau. A graduate of Beloit College, Ms. Jones joined the State Department in 1947. She was a political counselor of the U.S. mission to the UN before joining the agency in August. Ms. Jones, who attended the Royal Defense College in London in 1977, has served in Venice, Berlin, Palermo and Jerusalem. **JACKIE MINGO** has joined the staff of the Office of Personnel. Formerly with the Goddard Space Center and the Office of Personnel Management, Mr. Mingo will concentrate on position classification. **NICHOLAS KYRIAKOPOULOS** is on loan to the agency for a year, from George Washington University, under the Intergovernmental Personnel Act. Mr. Kyriakopoulos will use his technical expertise in support of the development, demonstration and evaluation of an agency project for the remote continual verification of international nuclear safeguards devices throughout the world. He holds bachelor's, master's and doctoral degrees from George Washington University. **BARRY R. SCHNEIDER** has left the agency after three years to be associate director of the Committee for National Security, an organization recently formed to contribute to public education and legislative action on arms control and other national security issues. Among the founding members are former agency director **PAUL C. WARNKE**, former Ambassador **JOHN KENNETH GALBRAITH**, and former Senator **THOMAS McINTYRE**. Mr. Schneider worked in the agency's Weapons Evaluation and Control Bureau and the Office of Public Affairs. **BRUCE G. BURTON** completed three years with the Regional Affairs Division of the International Security Programs Bureau, and was assigned to the Department's Bureau of European Affairs. A career Foreign Service officer, Mr. Burton worked on matters relating to the Indian Ocean, the Conference on Security and Cooperation in Europe, and the mutual and balanced force reduction negotiations. **JOHN E. KWIATKOWSKI** left Geneva for a new Foreign Service assignment to Antigua. He had been on detail to the agency from the Department for more than four years, first to the Office of Administration and then as the agency's administrative officer in Geneva. Colonel **STEPHEN E. RASH** has returned to duty at U.S. Army headquarters after one year as a military officer in the Defense Impact Division of the Weapons Evaluation and Control Bureau. In his new position, he will be chief of the Ground Combat Systems Division in the Office of the Deputy Chief of Staff for Research and Development. **JAMES P. TIMBIE**, deputy assistant director of the International Security Programs Bureau, and counselor **JAMES MONTGOMERY** participated in the August 11–22 national security seminar of the John F. Kennedy School of Government at Harvard.

The agency's Meritorious Honor Award was given to **FRANK S. HOUCK, THOMAS W. GRAHAM** and **KATHERINE D. McMANUS**, all of the Non-Proliferation Bureau, in a ceremony attended by the director. Ms. McManus was cited for "her exceptional contribution" to the agency's efforts to improve U.S. nuclear export policies. The award to Dr. Houck was presented in recognition of "sustained, meritorious performance" in advancing arms control objectives involving the strengthening of international safeguards against nuclear weapons proliferation. Mr. Graham was cited for "his outstanding efforts" to control technology directly relevant to nuclear weapons proliferation.☐

OSAKA-KOBE, Japan—Consul general *W. Lawrence Dutton* with members of the nonimmigrant visa unit, who received incentive cash awards. In 1979 the unit processed nearly 330,000 nonimmigrant visas, an increase of approximately 90,000 over the previous year. From left are *Shojiro Saito*, *Nobuyuki Funabiki*, *Hiroshi Aoyama*, *Keiko Hirose*, Mr. Dutton, *Kikue Saito*, *Toyoko Yamaguchi* and *Kaoru Arai*. ☐

Consular Affairs

Assistant Secretary **BARBARA M. WATSON** attended the Air Transport Association of America conference, July 8–10, in Halifax. Attending the conference with Miss Watson was NORBERT J. KRIEG, deputy assistant secretary for passport services. Two issues highlighted at the conference were facilitation of procedures at international airports and the machine readable passport. On July 2, Miss Watson presented outstanding service and length-of-service awards to 25 members of the Visa Office staff. The deputy assistant secretary for visa services, ELIZABETH J. HARPER, retired from the Department on July 30 after 35 years. The staff of the Visa Office hosted a retirement party attended by senior Department officials, representatives from the Immigration and Naturalization Service, the Canadian government, and friends she has made during her worldwide travels. ROBERT W. MAULE, who joined the bureau on July 1 as associate director for visa services, was appointed deputy assistant secretary for visa services. His previous position was chief of the Consular Section in Montreal.

HUME HORAN has been sworn in as ambassador to the Cameroons and Equatorial Guinea. Mr. Horan was formerly the ranking deputy assistant secretary in the bureau. PETER K. MURPHY, special assistant, has been assigned as consul general in Genoa, Italy. Prior to his arrival in Genoa, he will at tend the NATO Defense College in Rome RUTH McLENDON, who was deputy assistan secretary for overseas citizens services, ha left the bureau for her new position as consu general in Mexico City. RICHARD McCOY has joined the bureau as special assistant. H last served in the Bureau of Inter-America Affairs, Office of Caribbean Affairs.

Mr. Krieg addressed the annual meetin of the International Association of Count Clerks, Recorders, Election Officials an Treasurers, in Seattle, July 12–16. The issue Mr. Krieg discussed included the propose 10-year passport, the new travel document is suance system, and a possible increase in th execution fee. VIVIAN A. FERRIN, associat director for passport services, addressed th National Association of County Clerks an Recorders in early July, in Las Vegas. Mr Ferrin reported that the clerks were intereste in their role in the passport application proces and asked many questions during the 90 minute presentation.

On May 13–16 Ms. Harper and COR NELIUS D. SCULLY participated in the an nual conference of the Association of Immi gration and Nationality Lawyers, at Lak Tahoe. On June 12 CAROL ROSE of the Vis Office and TOM KILLEEN, from Embass Bangkok, attended a U.S. Catholic Conferenc seminar at Catholic University, to brief case workers and district representatives on th Vietnam orderly departure program and proc essing of Vietnamese immigrants in Bangkok Recently joining the Visa Office were JIL McGARRY, SHARON WILKINSON, BETS ANDERSON and JAMES REID.

PAMELA CHAVEZ attended the "Mar aging Stress and Conflict" seminar at th Foreign Service Institute, July 21–25. RUS

WINGE is the new deputy director of the bureau's Citizens Emergency Center. LOU GIAMPORCARO has joined the bureau as chief, Financial/Medical Assistance Division, Office of Overseas Citizens Services. ED MARTINEZ is the new chief of welfare and whereabouts. LOIS ANGULO, GARY BASEK and MARY ALICE MURRAY joined the Office of Overseas Citizens Services. LORETTA CORDOVA and DON WATSON joined the bureau as summer interns. Both were assigned to the Office of Overseas Citizens Services. On July 15, ALEXANDRE NUNES CORREIA, secretary-general, Ministry of Foreign Affairs, Guinea-Bissau, was conducted on a briefing tour of the bureau. JAMES WEBB JR. joined the bureau's public affairs unit. His past position was consular officer in Suva. VERNON D. PENNER, consul in Frankfurt, visited the bureau in June for an in-depth review of the latest computer systems, for consular use. □

JAKARTA—*Ruth Bardach*, wife of economic counselor Henry Bardach, receives a certificate of appreciation from Ambassador *Edward E. Masters* for her volunteer work in musical education and musical therapy at a children's home for the handicapped. □

East Asian and Pacific Affairs

Assistant Secretary RICHARD HOLBROOKE participated in the refugee conference in Geneva, May 25–26. Back in the United States, he met with Chinese Vice Premier GENG BIAO; Thai Foreign Minister SITTHI; and Australian Foreign Minister ANDREW PEACOCK. In June Mr. Holbrooke spoke on Cambodia at the New York Public Theater, and on East Asia to the Washington Journalism Center. Later, he flew from Ankara to Kuala Lampur with SECRETARY MUSKIE to participate in the foreign ministers meeting, June 27–29. Mr. Holbrooke accompanied Senator ROBERT BYRD (D.-W. Va.) on his visit to China in July.

Deputy assistant secretary ANTHONY ALBRECHT had consultations with the European Community in Brussels on May 5; and participated in Inter-governmental Group for Indonesia meeting in Amsterdam, May 6–8. On May 9–10, he addressed participants in the Asian-American conference on East Asian trade matters, in Los Angeles and Seattle. Mr. Albrecht also accompanied U.S. special trade representative RUBIN ASKEW to meetings with Japanese and U.S. Government officials in Tokyo. Upon his return, he addressed the Executive Diplomat Seminar in the Department on Far East economic issues and addressed the U.S. delegation caucus of the Association of Southeast Asian Nations business council, in New York. On June 19–20, Mr. Albrecht attended the Semiconductor Industry Association government policy conference in Monterey, Calif. He also attended the Korea Consultative Group discussions, and had consultations with the U.S. mission to the Organization for Economic Cooperation and Development, and with that organization's secretariat, on international economic issues, in Paris. Completing a busy period, he addressed members of the Kettering Foundation on U.S. policy in the Pacific Basin, in Colorado Springs, Colo.

Ambassador WILLIAM H. GLEYSTEEN JR. held consultations in Washington, July 21–31, and began three weeks home leave in the United States. Mr. Gleysteen spoke to a gathering of businessmen and bankers, jointly sponsored by the Far East-America Council and the U.S. Korea Economic Council, in New York, July 30. Accompanying him on the trip was ROBERT RICH JR., director of Korean affairs. Mr. Rich also attended the Aspen Institute's special seminar on Korea, the week of August 14. WALTER LUNDY, acting director of economic policy, attended a meeting of the Asia Society, on the Pacific community concept, in New York, June 20. He also represented the Department at the governors' international wheat conference, in Denver, August 5. BILL PIEZ, the former economic counselor in Tokyo, is the new director of the Economic Policy Section.

Other departures and arrivals in the bureau: MANUEL BARRERA has joined the Economic Policy Staff after a year's university training in economics at the Kennedy School at Harvard. DICK MORFORD has left to serve in Jakarta as petroleum officer. JEFF KINGSTON was a summer intern from Columbia, where he is studying southeast Asia regional affairs. The deputy director for Korean affairs, DAVID BLAKEMORE, was transferred from the Department to Embassy Seoul, where he has taken up his duties as political counselor. His successor on the desk is WILLIAM BREER. The Korea desk officer for economic affairs, BLAINE PORTER, departed on July 24 for a Pearson program tour; ROBERT RICHMOND is now following economic developments in Korea. DOUGLAS McNEAL, political officer for Korea, left the desk August 8 for Chinese language training. His replacement will be FREDERICK C. ASHLEY.

RICHARD ZORN has replaced CHARLIE TWINING as country officer for Australia and New Zealand. MARK MOHR, formerly of Embassy Tokyo, has replaced Harlan Lee as country officer for Papua New Guinea, Fiji and the Pacific Islands. KEITH GUTHRIE, currently status liason officer to the high commissioner, Trust Terriroty of the Pacific Islands, has been named to replace Ambassador WILLIAM BODDE as director of Pacific island affairs. Mr. Guthrie was expected to take up his duties in mid-August. ☐

Economic and Business Affairs

Assistant Secretary DEANE R. HINTON held discussions in Jerusalem, June 28–July 3, on the memorandum of agreement with Israel on oil supply. He also headed the U.S. delegation at the International Energy Agency governing board meeting, in Paris, July 21–24.

Civil aviation negotiations with China were recessed July 1 after a six-week session in Washington. The U.S. delegation, chaired by the deputy assistant secretary for transportation and telecommunications, B. BOYD HIGHT, was expected to travel to Beijing later in the summer for renewed talks. RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was in Montevideo, June 23–26, as chairman of the U.S. delegation to civil aviation talks with Uruguay, and in Buenos Aires, June 27, for informal discussions with Argentine civil aviation officials. The chief of the Aviation Policy Division, THOMAS C. COLWELL, attended the U.S.-Canada joint airline-government facilitation conference at Halifax, N.S., Canada, July 7–11. JAMES FERRER JR., director of the Office of Aviation, was U.S. chairman for informal discussions with the Netherlands on multilateralism in international civil aviation, August 4–7.

TODD STEWART, director of the Office of Maritime Affairs, was U.S. representative to the meetings of the Organization for Economic Cooperation and Development maritime transport committee, and its subcommittees, in Paris, June 16–20. Mr. Stewart also spoke on U.S. shipping policy to the international traffic committee of the New York Chamber of Commerce, June 6, in Gaithersburg, and to a class at the World Trade Institute, in New York, July 25.

The deputy assistant secretary for trade and commercial affairs, HARRY KOPP, recently spoke on the Tokyo Round and the Trade Agreements Act of 1979, to an audience of practitioners and students, at a symposium on international trade law sponsored by the New Jersey State Bar Association, at Seton Hall Law Center. Later, he joined MARTIN WENICK of the Office of Soviet Union Affairs and MARSHALL BREMENT of the National Security Council in a panel on U.S. policy toward the USSR, at a seminar for businessmen and scholars sponsored by the Russian Research Center of Harvard University. In May, Mr. Kopp delivered the keynote speech on the future of world trade, at the 16th Wisconsin International Trade Conference in Milwaukee.

Textiles Division chief DON McCONVILLE traveled to Geneva, to participate in General Agreement on Tariffs and Trade textile talks, and to discuss textile agreements with Poland and Malaysia, and subsequently to Tel Aviv, for negotiations on Israeli import restrictions. The assistant chief of the Textiles Division, ANN R. BERRY, was awarded a Superior Honor Award by Mr. Hinton prior to her departure for Athens, where she was assigned to the economic section.

In an extended session, June 5–27, the fourth session of the UN Conference on Trade and Development-sponsored Common Fund

BONN—Ambassador *Walter J. Stoessel Jr.*, right, presents commercial attache *Patrick Killough* the Secretary of Commerce's Award, the highest such award for Foreign Service personnel. From left: *Kevin Kearns*, *James Marx*, Mr. Killough, *James Cheatham*, economic-commercial minister *Charles T. York*, commercial counselor *Gustaf Coontz*. ☐

conference, in Geneva, reached a final settlement on articles of agreement for the Fund. Bureau members on the U.S. delegation were JOHN FERRITER, director of the Office of International Commodities, who served as cochief of the delegation, and MARK LORE of the Commodity Policy Division.

DONALD F. HART, director, Office of Food Policy and Programs, led the U.S. delegation to the 36th and 37th sessions of the Food Aid Committee, in London, June 27–July 2. The committee adopted a set of rules of procedure to accompany the recently-negotiated food aid convention, and welcomed Spain as a new member. Mr. Hart was elected chairman of the committee for 1980/81, succeeding EDMUND M. PARSONS, chief, Food Programs Division. Both Mr. Hart and Mr. Parsons were alternate U.S. representatives to the 90th session of the International Wheat Council, June 23–26, also in London. JOHN L. PITTS, Office of Food Policy, accompanied a 14-man delegation from the People's Republic of China on a tour of agricultural areas in six states, July 9–19. The delegation, headed by Minister of Agriculture HUO SHILIAN, showed keen interest in modern techniques of grain and soybean production and processing, as well as in improved breeding of swine and poultry.

DAVE BURNS, chief of the Tropical Products Division, attended an informal session of consultations in Geneva, under the auspices of the UN Conference on Trade and Development, aimed at assessing whether there was sufficient basis for a new negotiating conference on an international cocoa agreement. The negotiating conference is likely to be convened in the fall.

ROBERT SIMPSON of the Industrial and Strategic Materials Division attended an Australian-sponsored meeting in Paris, June 24, to discuss the international nickel market and the interest of some countries in taking steps to improve international nickel statistics. THOMAS H. HARTIN, of the same division, attended the fifth preparatory meeting on tropical timber, held under the auspices of the UN Conference on Trade and Development, July 7–18, in Geneva.

EDWARD L. MORSE has entered on duty in the new position of deputy assistant secretary for international energy policy. Other new employees in the bureau include: ADRIAN BASORA, director of the Office of Development Finance; JOHN T. McCARTHY, director, Office of Investment Affairs; RICHARD B. OWEN, director, Office of Commercial Affairs; TERESITA SCHAFFER, chief, General Commercial Policy Division; GREGORY B. KENNY, staff assistant in the Office of the Assistant Secretary, and KERSTIN McLAIN in the same office; JOHN FELT, Office of the Special Assistant for Legislative and Public Affairs; WILLIAM WITTING, Office of Energy Producer-Country Affairs; FRANK ADAMS, Office of Maritime Affairs; DONALD KURSCH and CAROLYN LEE, Office of East-West Trade; BERNICE HOLMES, Industrial and Strategic Materials Division; and VONDA NOEL, Special Trade Activities Division. Several summer employees also joined the bureau—CATHLEEN KRAUSE, ELSPETH PAYNE, SUZAN GERSHENSON, and LAURIE T. GANZKOW.☐

ROESELAERE, Belgium—In Flanders fields ..... Antwerp consul general *Archie Bolster*, Flanders Field Post 2 commander *André Noreillie* and consul *Arnold Denys* at American Legion annual dinner. Five World War I veterans also were present. ☐

European Affairs

Assistant Secretary GEORGE VEST accompanied the President on his state visit to Italy, June 20–21, and to the Venice economic summit, June 22–23. He then traveled to Ankara to attend the NATO ministerial meeting, June 25–26, followed by brief consultations in Istanbul. ROBERT BARRY, deputy assistant secretary for European affairs, traveled to Yugoslavia for the U.S.-Yugoslav joint military committee meeting, June 16–21. On July 8–9, Mr. Barry participated in the annual U.S.-Japan Soviet experts talks, in the Department. And on July 10 he participated in the annual Polish-American roundtable at the Center for Strategic and International Studies, in Washington. Deputy assistant secretary SHARON E. AHMAD visited the North American Air Defense Command headquarters, July 7–8. She was accompanied by Col. DAVID H. PINSKY, chief, North American branch of the Joint Chiefs of Staff.

RICHARD J. BLOOMFIELD, ambassador to Portugal, and JOAN M. CLARK, ambassador to Malta, headed performance evaluation panels, July 3–31. HERBERT S. OKUN was sworn in as ambassador to the German Democratic Republic, replacing DAVID BOLEN, who returned to Washington. WALTER J. STOESSEL, ambassador to the Federal Republic of Germany, was in Washington for consultation. On June 23, PAUL SCHLAMM became the special assistant to the assistant secretary for European affairs, replacing PETER R. REAMS, who has been assigned to the Office of Northern European Affairs as Irish desk officer.

ALAN H. FLANIGAN, deputy director, Office of Western European Affairs, traveled to Spain, June 13–26, in connection with the Spanish base negotiations. WILLIAM GARLAND became the new Portuguese desk officer, replacing HARRY E. COLE. JOHN DOOLEY is the new Italian desk officer, replacing VITTORIO BROD.

THOMAS M. T. NILES, director of the Office of Central European Affairs, accompanied the Secretary to Ankara and consulted in Bonn and Berlin. DAVID K. EDMINSTER, deputy director, Office of Central European Affairs, spoke to participants in the Presidential Management Intern Program, in the Department. J. D. BINDENAGEL joined the staff as economic officer for the Federal Republic of Germany desk. RICHARD HOOVER became Berlin desk officer. THOMAS G. WESTON replaced SUSAN M. KLINGAMAN as Federal Republic of Germany desk officer. CHARLES R. BOWERS has assumed the duties of executive director, replacing DONALD C. LEIDEL, who has been reassigned to the Office of Management Operations. DAY O. MOUNT has replaced Mr. Bowers as deputy executive director.

During July the following persons consulted in the Department: ROBERT T. HENNEMEYER, consul general, Munich; EDWIN D. CROWLEY, former deputy chief of mission, Bern, Switzerland, in Washington serving on a selection panel; CHARLES R. STOUT, prior to going to Bern as deputy chief of mission; JOHN E. McATEER and MICHAEL McQUADE, political section, Embassy Bonn; EDWARD M. ROWELL, deputy chief of mission, Embassy Lisbon; ROBERT E. BARBOUR, minister counselor, Embassy Madrid. ☐

MARIEHAMN, Finland—Ambassador *James E. Goodby* begins "America Days" parade by opening "America Street." ☐

Foreign Service Institute

EDWARD A. MAINLAND, coordinator, political training, participated in the first Global Conference on the Future, in Toronto, Canada, July 20–24. MARGARET OMAR, director in Tunis, was in Washington on consultation. CHARLES SHEEHAN, until recently director of the American Institute in Taiwan's Chinese language school, in Taipei, has arrived to take up his new duties as special assistant for post language programs and linguist in the Asian and African Languages Department. Also joining the staff were BENJAMIN A. ACTON, from the Information Systems Office; WILLIAM H. MANSFIELD III, from the Bureau of Oceans and International Environmental and Scientific Affairs; BERNARD R. LONG, from Honduras; NORMAN ALEXANDER and BRENDA ANDERSON, from the Board of Examiners; LA VERNE WHITE, from the Bureau of Economic and Business Affairs; LAYNE LATHRAM, from AID; and KATHRYN SHIPPE, a new employee. New language and culture instructors at the institute are MARIE-CHARLOTTE ISZKOWSKI; VIDAL JARQUIN; JUNICHI KASAJIMA; HAMME RONNEST; HITA ROY; BENEFRIDA SEIFART; CLAUDE SHELDON; SANAA SAMY and ARMINE THEODORE. ☐

Human Rights and Humanitarian Affairs

In Denver, August 3–7, deputy assistant secretary STEVE PALMER participated in two television and two radio programs, was interviewed by the Rocky Mountain News and the Denver Post, addressed the Denver, South Lakewood and Aurora Rotary Clubs, and spoke to a faculty/graduate student group at the University of Denver. Mr. Palmer spoke on a wide variety of human rights topics, including asylum policy. ROBERTA COHEN, formerly international and nongovernmental organizations officer in the bureau, has assumed new duties as deputy assistant secretary for human rights. Her recent activities included an address to the National Policy Conference for Presidential Management Interns, in the Loy Henderson Conference Room, July 28, and a statement at the Bolivian memorial mass, at the Latin American Chapel in Washington. The bureau's regional affairs officer for the Near East and South Asia, TAYLOR JESS CLEAR, spoke to interns at the Department of Education, July 16, and to the new junior officers class, July 21. BARBARA BOWIE, economic affairs and international financial institutions officer, spoke to junior officers at the Foreign Service Institute, August 25, and RICHARD GRAHAM, office director, participated in a panel there on U.S. human rights policy in Central America, July 21. THERESA TULL joined the bureau in July as office director. Miss Tull is a 1980 graduate of the National War College. A Southeast Asia specialist, she

Graduates of the Foreign Service secretarial class are, left to right, front row: *Kimm S. Watson*, Kinshasa; *Patricia E. Russell*, Maputo; *Dyane Cokenias; Patricia R. Bossard*, Lusaka; *Dorothy B. Evans*, Paramaribo; *Patricia Jonsson*, Caracas; *Deborah H. Turner*, Lagos. Standing, from left: *Jessie Colson*, coordinator; *Pauline K. Mann*, Santiago; *Janet L. Roberts*, Caracas; *Elizabeth A. Bobick*, Kuwait; *Linda K. Schmelzlen*, Oslo; *Barbara Reioux*, La Paz; *Lillian K. Fochs*, Brussels; *Marjorie L. Broe*, Quito; *Carolyn G. Wishmyer*, Montevideo; *Ernestine K. Price*, Bogota. ☐

served as principal officer in the American consulate at Cebu, Philippines, 1977–79. Her first duties included attendance at the Asia Society in New York, for an address by former Philippine Senator BENIGNO AQUINO, August 4. RICHARD GRAHAM, formerly the bureau's regional affairs officer for Central America, has also assumed a position as office director. The new regional affairs officer for Europe is HUGH V. SIMON JR. He is a graduate of the American University School of International Service, and has served in Paramaribo, on the Cuba desk at the Department, and in Athens and The Hague.

Summer interns in the bureau included MARIAN MARUYAMA, who will be a senior at the University of Kentucky majoring in history and Spanish. VERNIS M. WELMON, who recently graduated from Temple University's Pan-African Studies Department, was awarded the Rosenthal International Fellowship for an essay entitled "Human Rights Standardizations." The fellowship provided a stipend for Mr. Welmon to work in the bureau this summer. This month, he was to begin graduate studies at Columbia University. A senior at the University of Pennsylvania in international relations, JANE MENASIAN, also spent the summer as an intern in the bureau. She was to continue in the office through the Madrid meeting this fall.☐

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS—*Vernis M. Welmon*, intern in the bureau, meets Senator *Jacob Javits* for lunch on Capitol Hill.☐

Inspector General's Office

MIRIAM E. SKIPPON, secretary to inspector general ROBERT C. BREWSTER, retired after serving over 21 years with the Department. With over 12 years in the office, including service under six inspectors general, Mrs. Skippon had been the senior secretary since 1972. Inspector VIRGINIA A. WEYRES, who was counselor for consular affairs in Bogota before joining the office, also retired after a long career with the Department.

Second-cycle teams inspecting Portugal and Spain, France and Malta, Panama, and the Kampuchean Support Program completed their field evaluations and have returned to the Department.

At the August inspectors' conference, ERLAND HEGINBOTHAM, director general of the Foreign Commercial Service, addressed the inspectors.

New inspectors expected to join the staff are ROBERT G. CHAMBERS, JOSEPH DANIELS, ROBERT J. VALAS and ROBERT E. WASKA. New secretaries expected to join are LINDA S. DOBEY, MICAELA M. KOOIMAN and WANDA A. TUCKER. AUDREY TEJADA also joined the office as a summer intern, assisting the Coordination and Review staff. Inspectors departing for onward assignments were A. DONALD BRAMANTE, senior training fellowship, Harvard Center for International Affairs; WILLIAM G. WALKER, deputy chief of mission, Tegucigalpa; WINIFRED S. WEISLOGEL, international relations officer, scientific affairs, Office of Environmental and Scientific Affairs. BETTY C. JOHNSON of the secretarial staff also departed for a new assignment. ☐

Intelligence and Research

Director RONALD I. SPIERS and bureau analysts consulted with 12 chiefs of mission between mid-June and early August: Ambassador DONALD K. PETTERSON, Somalia; FRANK V. ORTIZ JR., Guatemala; LOREN E. LAWRENCE, Jamaica; LAWRENCE S. EAGLEBURGER, Yugoslavia; MORTON I. ABRAMOWITZ, Thailand; JOHN J. CROWLEY JR. Suriname; EDWARD E. MASTERS, Indonesia; WILLIAM H. GLEYSTEEN JR., Korea; WALTER J. STOESSEL JR., Federal Republic of Germany; ROBERT J. McCLOSKEY, Greece; GERI M. JOSEPH, Netherlands; and GALEN I. STONE, Cyprus.

ANTON E. DEPORTE, director, Office of Analysis for Western Europe, participated in the last of a series of meetings on U.S.-European relations, at the Wilson Center, July 24. F. HERBERT CAPPS, deputy director of that office, attended a Swedish-American seminar on "The Changing Political-Military Environment in Northern Europe," in Stockholm, June 8–10. From June 11–July 2, Mr. Capps consulted with embassy officers in Helsinki, Stockholm, Oslo, Copenhagen and London. He also consulted with government and private officials in those countries, on domestic politics and foreign policy issues. HUGH De SANTIS and BOWMAN MILLER, analysts in the same office, attended a meeting on East-West relations at the Wilson Center, July 7.

MARTHA MAUTNER, deputy director, Office of Analysis for the Soviet Union and Eastern Europe, addressed the National Foreign Policy Conference for Educators, in the Department, on U.S.-Soviet relations, June 26. She also spoke before a seminar sponsored by the World Affairs Council of Pittsburgh. Between July 28–31 she addressed various civic groups in Billings and Butte, Mont., on U.S.-USSR relations. H. JONATHAN BEMIS, analyst, Soviet Foreign Political Division, spoke to the Foreign Service Institute's Western Europe area studies class, on Soviet-West European relations, June 20.

GEORGE S. HARRIS, director of the Office of Analysis for the Near East and South Asia, traveled to Israel, Jordan and Egypt to consult with embassy officials and to hold discussions with local government officials, May

30-June 19. On June 25 he gave a lecture on U.S.-Turkish relations, at New York University. He also attended the national security affairs conference at National Defense University, July 21-22.

The deputy assistant secretary for African affairs, CAROL LANCASTER, and HUGH MACDOUGALL, Office of Analysis for Africa, addressed and met with members of the Federation of American Controlled Shipping, a trade organization of U.S. owners of Liberian and other foreign-flag vessels, in New York, July 23.

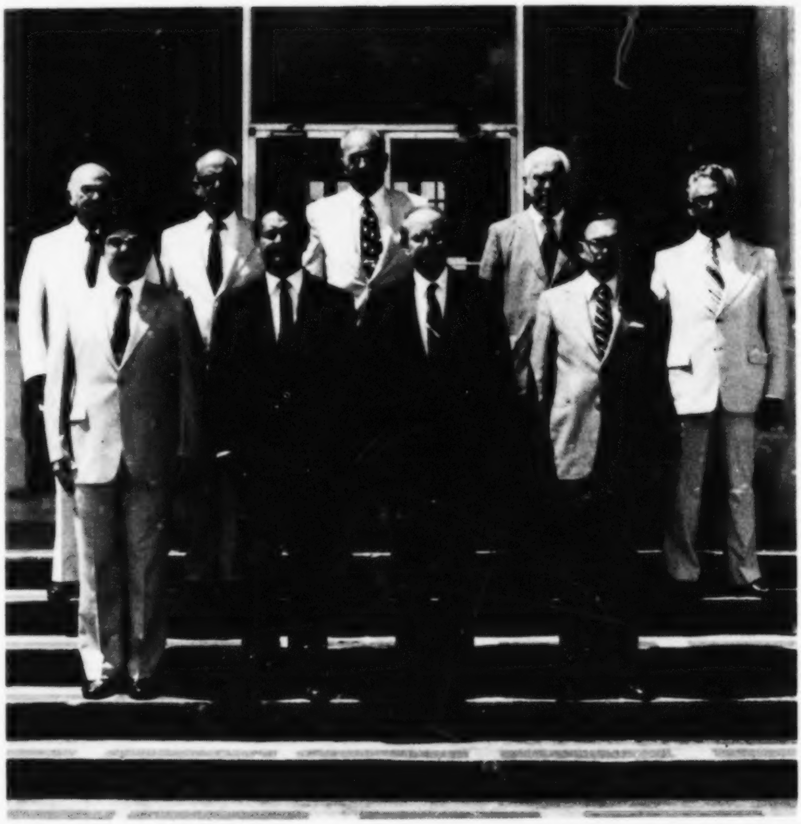
DAVID G. SMITH, analyst, Office of Analysis for Inter-American Affairs, spoke on the Cuban refugee problem, on a recent television show. He also discussed the subject in a newspaper interview and in an address before the Kiwanis Club luncheon in Petersburg, Va. On July 22 he spoke to the Arlington Rotary Club on the same subject.

DAVID NICKELS, senior analyst, Strategic Affairs Division, Office of Politico-Military Analysis, attended a ballistic missile staff course at Vandenburg Air Force Base, Calif., July 15-17. The course is designed to familiarize staff personnel of Air Force commands, other military services, the Department of Defense and other Government agencies, with the intercontinental ballistic missile force and information regarding other relative weapon systems. The course affords practical exposure to missile systems, both in a classroom environment and tours of facilities, as well as opportunities for multidiscipline interchanges with instructors, operational personnel and other students, whose backgrounds range from operational service to design/laboratory specialist.

LISA TENDER, fresh from the Foreign Service Institute's basic orientation course for Foreign Service officers, and ANDY GWALTNEY joined the Scientific Affairs Division of the Office of Politico-Military Affairs.

On July 3 LEWIS ALEXANDER, State's geographer, presented a paper, "Geographical Aspects of the Law of the Sea," to the "Oceans Team," a monthly seminar group which meets at the Library of Congress. J. MILLARD BURR of the same office visited Argonne Laboratories, Argonne, Ill., June 24-27, to review a Department of Energy country energy profile program for South Korea. KRISTEN GRAACK, also of the Office of the Geographer, attended the first annual National Computer Graphics Association conference in Arlington, Va., June 17-19.

On July 23 deputy assistant secretaries PHILIP STODDARD and CAROL EDLER BAUMANN, and executive director VINCENT J. FARLEY conducted a briefing for the 15 summer interns assigned to the bureau. The briefing was designed to provide the interns with an overview of the bureau's operation. A. LUCILLE THOMAS has assumed her duties as deputy executive director. ☐



PANAMA—Members of board of directors of the Panama Canal Commission are, from left, *Roberto Heurtematte, Tomas Parades, Edwin Fabrega* and *Ricardo Rodriquez,* all of Panama; and U.S. members *J.W. Clark; Michael Blumenfeld,* assistant secretary of the Army; *Clifford O'Hara; John Bushnell,* deputy assistant secretary for Inter-American affairs; and *William Sidell.* ☐

Inter-American Affairs

On July 18-19, Assistant Secretary WILLIAM BOWDLER was a member of the American delegation to the celebration in Managua of the first anniversary of the Nicaraguan revolution. The delegation was headed by DONALD McHENRY, ambassador to the UN. Deputy assistant secretary JIM CHEEK also accompanied the delegation. At the conclusion of the celebration in Managua, Mr. Bowdler continued on to visit San Salvador and Mexico City. He was part of the official delegation headed by ROSALYNN CARTER which attended the inauguration of newly-elected Peruvian President FERNANDO BELAUNDE, July 26-29, in Lima. Other official travel in July included a trip by Mr. Cheek to Raleigh, N.C., July 11-12, where he addressed a missionary training group at the invitation of the Southern Baptist Convention Board. Mr. Cheek also traveled to Charlottesville, Va., July 24, to speak to the Federal Executive Institute on Central America and the Caribbean. Deputy assistant secretary JOHN BUSHNELL attended a meeting of the Panama Canal supervisory board, in Panama, July 21-22. Deputy Assistant Secretary RALPH GUZMAN spent July 30-August 1 in Racine, Wisc., where he attended the Wingspread Conference on Hispanics and Grantmakers. July saw the departure of the executive assistant to the assistant secretary, JACKSON SMITH, and staff assistant CLIFF TIGHE, along with the arrival of the new executive assistant, RON GODARD, and the new staff assistant MICHAEL STRACHAN.

LESLIE A. SCOTT, from Lima, has assumed the responsibility as deputy director, Office of Regional Political Programs. SEAN M. HOLLY, from the Sinai Field Mission, is serving as narcotics coordinator and fisheries officer, Office of Regional Political Programs. GERALD C. McCULLOCH, from Foreign Service Institute training, is serving as international affairs and law of the sea officer, Office of Regional Political Programs.

GARY CHAFIN, assistant political-military affairs officer, Office of Regional Political Programs, attended the "Epsilon 80" exercise class at the U.S. Army War College, July 21-23. ARLEN R. WILSON was presented a Superior Honor Award for his work as country officer for El Salvador. Mr. Wilson

PORTO ALEGRE, Brazil—*Fred Exton Jr.*, left, principal officer at the American consulate, receives a certificate and medal declaring him an "honorary Gaucho" from Rio Grande do Sul State Governor *Jose Augusto Amaral de Souza.* Mr. Exton was making his last official call on the governor before being reassigned to the Department after 30 months here. ☐

served in that position from August 1978 through June 1980.

Caribbean Affairs: JONATHAN B. RICKERT, section chief for Trinidad and Tobago, the French Departments, Guyana, Suriname and the Netherlands Antilles, entered on duty August 4. Working with him as country desk officer for these countries is KEVIN-JOHN McINTYRE, who entered on duty July 28. MARSHA E. BARNES, country desk officer for Jamaica, the Bahamas, the Cayman Islands and the Turks and Caicos Islands, entered on duty July 21. RICHARD B. HOWARD became deputy office director, August 6, replacing FORD COOPER, who left to serve as special assistant in counselor ROZANNE RIDGWAY's office. Office director W. ROBERT WARNE flew to Wright-Patterson Air Force Base, July 23, to speak at a Latin American seminar on "Regional Assessment/U.S. Policy." Desk officer JULIEN LeBOURGEOIS and his successor, MARSHA BARNES, traveled to the Turks and Caicos Islands over the Memorial Day weekend to return to the islands the body of chief minister JAMES ALEXANDER GEORGE SMITH McCARTNEY, who died tragically in a plane crash in the United States. Ms. Barnes and Mr. LeBourgeois also attended the state funeral as part of the foreign delegation.

JOSEPH F. FRIEDKIN, U.S. commissioner of the International Boundary and Water Commission, El Paso, has been awarded the Department of the Army's certificate of appreciation for "patriotic civilian service." Mr. Friedkin, who holds the rank of ambassador, was cited for his role in the Lower Rio Grande Flood Control Project, the International Amistad Dam and powerhouse, the Tijuana Flood Control Project, and the design of the concrete-lined Chamizal channel at El Paso. He also was lauded for his support, over the years, of the U.S. Corps of Engineers in the water resources field. ☐

International Narcotics Matters

Assistant Secretary MATHEA FALCO held consultations with a number of foreign officials in June, beginning with Organization for Economic Cooperation and Development officials at the ministerial meeting in Paris, and continuing in a series of meetings with officials in Asian countries. In Pakistan she met with PRESIDENT ZIA; in Burma with the minister of home affairs, SIEN LWEIN, and in Beijing with vice foreign minister ZHANG WENJIN. The consultations in Beijing were the first held on the subject of narcotics between the United States and the People's Republic of China. Ms. Falco also met with a number of Thai officials to discuss U.S. cooperation with Thailand on narcotics problems.

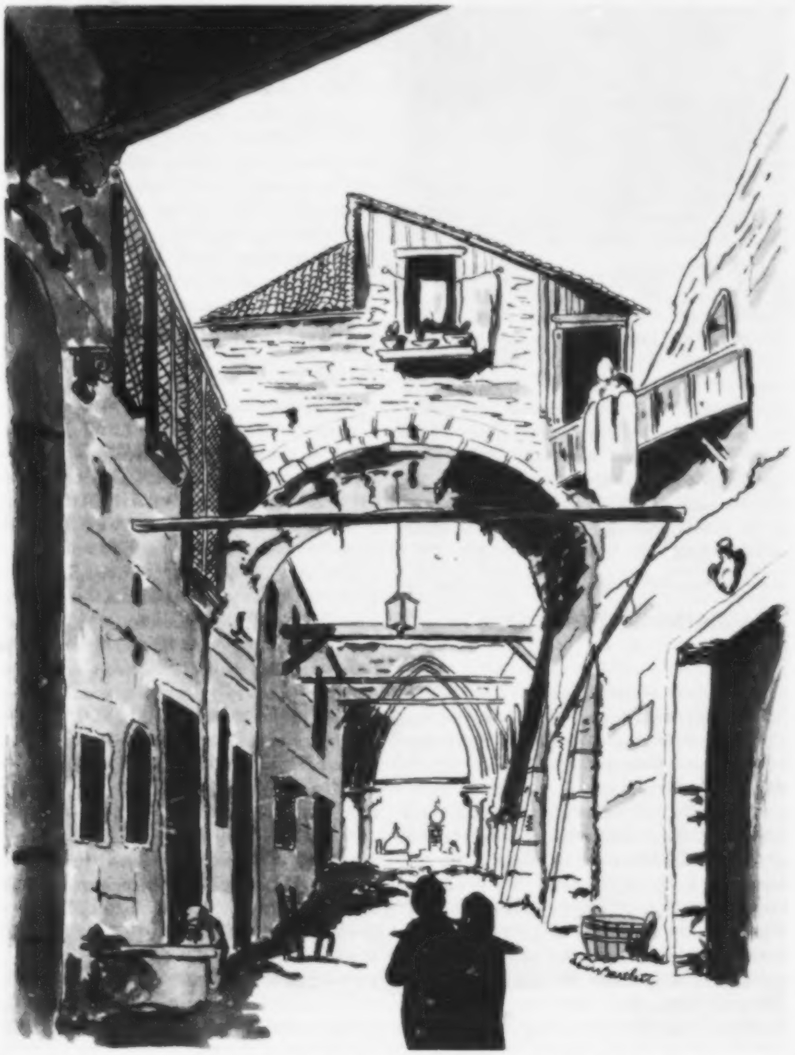
The bureau hosted a farewell luncheon for HARRY L. COBURN, director of the Programs Management Division, who is to attend the National War College. Welcomed to the bureau were CLYDE TAYLOR, who succeeds Mr. Coburn; ALFRED NEAL, administrative officer; and MATTHEW VAN ORDER, training officer. Mr. Coburn and Mr. Taylor visited the office of the Fund for Drug Abuse Control, and consulted with officials at the American international mission in Vienna. They also visited with German narcotics officials in Bonn, and discussed substitution programs for heroin in southwest Asia. Subsequently, they visited officials of the development assistance committee of the Organization for Economic Cooperation and Development, in Paris.

CESAR P. BERNAL arrived in Bogota, Colombia, on July 2 to assume directorship of the narcotics assistance unit at that post. LAURENCE THOMPSON was to arrive in Lima, Peru, on July 31 to take up his duties as the director of the embassy's narcotics assistance unit. GARY SCHATZ was to join that unit in August, as a narcotics control officer. RALPH F. EARL was scheduled to arrive in Quito, Ecuador, during August to replace EARL YOUNG as director of the narcotics assistance unit. MANUEL GALLARDO, consultant on demand reduction, in the bureau, conducted a speaking tour to Peru, Ecuador and Colombia, June 23–July 8. Mr. Gallardo's trip was sponsored by ICA in response to national concerns about increased drug abuse. ☐

International Organization Affairs

Assistant Secretary RICHARD McCALL visited five countries in Latin America (Mexico, Costa Rica, Panama, Venezuela and Brazil), August 1–9, for UN General Assembly consultations. SARAH GODDARD POWER was sworn in June 23 as deputy assistant secretary for human rights and social affairs. JOYCE WENTZ, from the Secretariat Staff, is serving as her secretary. JAMES STROMAYER, U.S. coordinator for the UN Conference on New and Renewable Sources of Energy, headed the U.S. delegation to the second preparatory committee meeting, in Geneva, July 21–August 2. Mr. Stromayer also represented the bureau at a conference sponsored by the Stanley Foundation in Woodstock, Vt., June 16–19, on the UN and energy management.

The U.S. delegation to the 27th session of the UN Development Program, in Geneva, June 2–30, was headed by Ambassador WILLIAM VANDEN HEUVEL, deputy U.S. representative to the UN. ROBERT E. KAUFMAN and JOHN D. FOX, director, Office of Development and Humanitarian Programs, served as alternate representatives. Other bureau participants were FRANK BRECHER and WILLIAM R. FALKNER, who served as advisers. LORRAINE POLIK, Office of Development and Humanitarian Programs, served as adviser on the U.S. delegation to the second session of the Intergovernmental Committee on Science and Technology for Development, which met in New York, May 22–June 4. **NEIL A. BOYER** and **DIANNE H. GRAHAM**, of the Directorate for Health and Narcotics Programs, served as U.S. observers at a meeting of the subcommittee on long-term planning, of the executive committee of the Pan American Health Organization, in Washington, July 24–26. The subcommittee was preparing the regional strategy for the Americas for the World Health Organization's goal of "health for all by the year 2000." **JOYCE RABENS**, Office of International Economic Policy, was a member of the U.S. delegation to the meeting of the Committee on Economic Cooperation Among Developing Countries, in Geneva, June 23–July 2. **JOHN HOPE** and **TERRY MILLER**, Office of International Economic Policy, were members of the U.S. delegation to the summer session of the Economic and Social Council, in Geneva, July 3–25. In the Office of UN Political Affairs, **MELVYN LEVITSKY** has been designated director, replacing **PETER BRIDGES**, who has been assigned to the Bureau of European Affairs. **R. GRANT SMITH** has been designated deputy director for dependent area affairs. Mr. Smith was formerly in the Bureau of Near Eastern and South Asian Affairs. **ERIC SVENDSEN** has been transferred to Dakar following training at the Foreign Service Institute. He has been replaced by **HARLAN LEE**, from the Bureau of East Asian and Pacific Affairs. **JOHN NIX** has been assigned to the Foreign Service Institute before departing for Cyprus. He is being replaced by **ROBERT RANDOLPH**, from the Development and Humanitarian Programs Directorate. **HILLARY WESTLEY** has been assigned to the Secretariat to the U.S. National Commission for UNESCO. **DIANE HARRISON** of this office has accepted a position in the Bureau of Personnel. **JULIEANN McGRATH**, from the U.S. mission in Geneva, has been designated director of the Office of UN Budget and Administration. **SAMUEL KELLER** has been assigned to the Office of International Economic Policy, from the Foreign Service Institute. In the Agriculture Directorate, **KEVIN NEALER** has been assigned from the Bureau of Personnel, replacing **PETER LONDONO**, who has transferred to the Refugee Task Force. **EDMUND PARSONS** has transferred to this office from the Bureau of Economic and Business Affairs, and **ISHMAEL LARA** has been assigned to this office from a Department of Commerce detail. In the Office of International Conferences, **THOMAS PETTIT** has been assigned to Bonn. He has been replaced by **JAMES LANE**, who was formerly assigned to Palermo. **THEODORE NELSON** has arrived from the Bureau of Oceans and International Environmental and Scientific Affairs. **RICHARD DUGSTAD** has been assigned to the Bureau of Personnel. **MARGARET ROBERTS** has retired. **KATHLEEN FITZPATRICK**, from the Office of Administrative Services, has transferred to the Bureau of Intelligence and Research. **BARBARA OWENS**, from the Bureau of Personnel, has been assigned to the Office of UN Ambassador. **HERBERT THOMAS**, from Berlin, has been assigned to the Transportation and Communications Directorate. **WESLEY KRIEBEL**, from the International Management Staff, has been assigned to Lagos. **BRIAN WICKLAND**, from AID, has been assigned to the Development Assistance Evaluation and Planning Staff. **DAVID STOTTLEMYER**, formerly director of the Policy Management Staff, has been designated executive assistant to the assistant secretary. **ESTRELLITA JONES** is serving as the bureau's congressional relations specialist for human rights and African affairs. **THOMAS MORGAN**, staff assistant, has been assigned to the Foreign Service Institute before departing for La Paz. **ANTHONY RUFFIN** and **CHERYL JACKSON** were serving as summer aides in the bureau. **JAMES WARLICH** and **VEDIA JONES-RICHARDSON** were serving as summer interns on the Development Assistance Evaluation and Planning Staff, and the UN Conference on Energy, respectively. □



"Please, Joe, we're on R&R. Can't you think of anything else to say but 'God, I'm glad I'm not the GSO here?'" □

U.S. MISSION TO THE UN

Ambassador **DONALD F. McHENRY** U.S. permanent representative, traveled to Geneva (as head of the U.S. delegation to the Economic and Social Council meeting) Copenhagen (as cochairman of the U.S. delegation to the World Conference of the UN Decade for Women), and to Morocco and Algeria (for pre-UN General Assembly consultations with government leaders on the question of the Western Sahara), July 5–17

On July 19, Mr. McHenry headed the presidential delegation representing the United States at the first anniversary celebration of the Nicaraguan revolution in Managua. He also led the delegation which represented the U.S. at the funeral services for the late President Sir SERETSE KHAMA of Botswana, in Gaborone, July 25. While there, he met with a number of leaders of the front-line states. He also stopped in Salisbury, Zimbabwe, for discussions with President ROBERT MUGABE and in Monrovia, Liberia, where he was joined by the assistant secretary for African affairs, RICHARD MOOSE, in conversations with the Liberian head of state, Master Sgt. SAMUEL DOE. Mr. McHenry was accompanied on these trips by CLYDE NORA, his special assistant, and JILL SCHUKER, counselor for press and public affairs, and on the African portion of the trip by HENRY MILLER, political officer. Upon his return, Mr. McHenry addressed the annual convention of the National Urban League, in New York, August 4, on world interdependence.

Ambassador WILLIAM VANDEN HEUVEL, deputy U.S. representative, hosted and spoke at a luncheon, July 28, at the UN delegates dining room, to launch the Chiquita Cup Tennis Tournament. The tournament, which features young tennis players from 16 nations, is one of the sports events encouraged by the United States as competitive alternatives to the Olympics. Luncheon guests included diplomatic representatives from the 16 nations represented in the tournament and press.

Ambassador H. CARL McCALL, alternate U.S. representative for special political affairs, visited four nations of the Caribbean, July 19–August 1, for pre-General Assembly consultations with government leaders. In Santo Domingo, Dominican Republic, he met with President ANTONIO GUZMAN and other officials; in Trinidad and Tobago, Jamaica and Barbados, he conferred with foreign ministry officials. On August 6, Mr. McCall and GEORGE MOOSE, adviser, political affairs, addressed the delegates to the National Urban League UN seminar, on the role of the United States in the UN. On August 15 he briefed a group of young political leaders from Canada on the same subject.

THE HAGUE—At signing of extradition treaty between the United States and the Netherlands are, from left, *Thomas J. Ramsey*, Legal Adviser's Office; Ambassador *Gery Joseph;* Netherlands' minister of foreign affairs, *Christoph Albert Van der Klaauw*. □

Ambassador RICHARD W. PETREE, U.S. deputy representative in the Security Council, briefed a group of 30 UN summer interns (graduate students of international relations and political science, from member nations) on July 8. On July 25 he spoke to congressional aides attending an African American Institute seminar in New York. The topic on both occasions was the U.S. role in the UN. On July 19 he spoke on Kampuchea to the American Friends Service Committee, in New York.

Ambassador JOAN SPERO, U.S. representative to the UN Economic and Social Council; ROBERT KAUFMAN, deputy U.S. representative; FRANK BRECHER, WILLIAM FALKNER, WILLIAM RENISON and SANDRA TAYLOR, advisers, were on the U.S. delegation to the council meeting, in Geneva, July 2–25.

DAVID CARDWELL, adviser, economic and social affairs, and member of the U.S. delegation to the World Conference of the UN Decade for Women, briefed representatives from nongovernmental organizations on both the organization and substance of the conference. Mr. Moose, the adviser for political affairs, discussed southern Africa in a panel presentation at the African American Institute seminar for congressional aides, July 25. JOHN WILLETT, adviser, political affairs, spoke on issues anticipated at the 35th General Assembly. ANN RISSO, foreign affairs analyst, briefed participants in the National Model United Nations, on reference sources on UN matters, July 7. JOAN DICKIE, information officer, spoke to the American and Japanese delegates to the Japan-America Student Conference, August 5, on the role of the United States at the U.N.

During the week of August 11, the U.S. mission conducted a series of briefings by Ambassadors McHenry and McCall on the role of the United States at the UN, for interested persons attending the Democratic national convention. The mission also arranged for representatives of 54 foreign missions in New York to attend the convention, and to be briefed by Mr. McCall on the U.S. electoral process. KORYNE HORBAL, U.S. representative on the UN Commission on the Status of Women, was an alternate representative on the U.S. delegation to the World Conference of the Decade for Women, in Copenhagen, July 14–30. □

Legal Adviser's Office

Deputy legal adviser ELIZABETH G. VERVILLE was at the law of the sea conference in Geneva during July and August. Deputy legal adviser STEPHEN M. SCHWEBEL

ALEXANDRIA, Egypt—At presentation of safety driving awards are, from left: ***Sherif Akid Saleh, Makram Naguib Waghris,*** **consul general** ***Walter McClelland, Mohamed Soliman Aly, Lewis A. Afram, El-Sayed Hassan Abdel Gelil.*** **Kneeling, from left:** ***Mohamed Hassan Saleh, Fouad Mohamed Hussein.*** ☐

was also in Geneva during May, June and July as the special rapporteur for the meeting of the International Law Commission. The assistant legal adviser for economic and business affairs, FRANKLIN K. WILLIS, traveled to Geneva in July for the Illicit Payments Conference, then to Cairo and Tel Aviv for discussions on the Mideast situation. The assistant legal adviser for private international law, PETER PFUND, attended a conference in New York. He was accompanied by attorney-adviser JAMISON M. SELBY. The assistant legal adviser for inter-American affairs, MICHAEL KOZAK, traveled to San Jose, Costa Rica, to participate in the San Jose II Conference, June 30–July 4. The assistant legal adviser for politico-military affairs, MICHAEL MATHESON, traveled to Brussels in July for consultations on the laws of war and conventional weapons restrictions. The assistant legal adviser for treaty affairs, ARTHUR W. ROVINE, attended a meeting of the American Bar Association in Hawaii, in late July. Earlier, he addressed a law professor conference in Portland, Ore., on congressional-executive relations and the conduct of U.S. foreign policy. He has been elected to the international law section of the American Bar Association. ROBERT SLOAN, attorney-adviser in the Office of Nuclear Affairs, traveled to Guam to discuss Pacific basin spent fuel storage, and the dumping of nuclear wastes in the ocean. THOMAS JOHNSON, attorney-adviser in the Office of UN Affairs, attended the 66th session of the International Labor Conference in New York, serving as legal adviser to the U.S. delegation. DAVID SMALL is the new assistant legal adviser for UN affairs. He replaces STEPHEN BOND, who has been assigned to the U.S. mission in Geneva as counselor/legal adviser. FRANKLIN WILLIS takes over from Mr. Small as assistant legal adviser for Near Eastern and South Asian affairs, and JOHN CROOK replaces Mr. Willis as assistant legal adviser for economic and business affairs. MARY E. HOINKES has vacated her position as assistant legal adviser for oceans and environmental affairs to take up her new job as a deputy assistant secretary in that bureau. The Department's Superior Honor Award was presented to STUART E. BENSON, attorney-adviser in the Office of the Assistant Legal Adviser for Economic and Business Affairs, for his service as head of the U.S. delegation to the UN conference on restrictive business practices. High-quality step increases were awarded to the following secretaries: ROSALIA GONZALES, ELIZABETH KLECHKO, ELIZABETH REGAN, BRENDA SHIELDS and ROWENA WOLF. A quality step increase also went to DELORES PERNELL, Message Center. GERALD ROSBERG assumed the duties of counselor for international law in the Office of the Legal Adviser, on June 23. ☐

Near Eastern and South Asian Affairs

Assistant Secretary HAROLD SAUNDERS addressed current developments in the Middle East, on Foreign Service Day. On June 12, Mr. Saunders spoke on the same topic before a conference sponsored by the Washington Journalism Center. On May 19 senior deputy assistant secretary PETER CONSTABLE spoke on a variety of Middle East and South Asian topics, before a meeting of former members of Congress, in the Senate Caucus Room. Deputy assistant secretary MORRIS DRAPER traveled to Pennsylvania, May 30, to speak to the American Veterans Committee's annual convention. On May 27, Mr. Draper discussed the peace process before the McLean Rotary, and on June 13 he traveled to Iowa to address the Iowa Press Association. Deputy assistant secretary MICHAEL STERNER was a participant at the joint executive committee meeting of the Egypt-U.S. Business Council, in Chicago, May 28. Mr. Sterner reviewed the peace process. On May 30, Mr. Sterner traveled to Harriman, N.Y., where he spoke before a Middle East seminar sponsored by the Mid-Atlantic Club of New York. Deputy assistant secretary JOSEPH TWINAM discussed political and economic trends in the Persian Gulf region, at the May 5 Washington conference sponsored by Middle East Executive Reports. Mr. Twinam also participated in the Department's Executive-Diplomat Seminar, May 20.

On July 31, a farewell party was held in the Operations Center honoring HENRY PRECHT, CARL CLEMENT and MARK JOHNSON, from the Iran Working Group. Mr. Saunders presented Superior Honor Awards to the latter two, in recognition of their handling of Iranian affairs the past few years, and commending them for their efforts to free the American hostages. SECRETARY MUSKIE, deputy secretary WARREN CHRISTOPHER and under secretary DAVID NEWSOM attended the farewell.

NATHANIEL HOWELL, director of Lebanon, Jordan, Syria and Iraq affairs, participated in a lecture series on Israel and Palestine sponsored by Little Falls Presbyterian Church, in Arlington, Va., May 25. On May 29, HOWARD SCHAFFER, director of India, Nepal and Sri Lanka affairs, traveled to Wright-Paterson Air Force Base to address the 1980 Security Assistance Education Conference, emphasizing U.S. foreign policy objectives in South Asia. JOHN SCOTT, political-military officer, Office of Israeli and Arab-Israeli Affairs, addressed the role of the United States in the peace process, at a Middle East seminar hosted by the United Jewish Council of Bridgeport, Conn., May 18. On June 13, JOHN COUNTRYMAN, director for Arabian peninsula affairs, spoke before the Mississippi Broadcasters Association convention, in Biloxi. On August 7, Colonel WOOLF GROSS, bureau political-military adviser, traveled to Atlanta, where he spoke to the

Georgia chapter of the American Defense Preparedness Association, and the Atlanta Rotary Club, on U.S. security interests in southwest Asia. Colonel Gross also did interviews with the Atlanta Constitution and the local all-news radio station.

New arrivals in the bureau included: **ROBIN RAPHEL**, staff assistant, replacing **EDMUND J. HULL**, who has been reassigned to the Office of Morocco, Algeria, Tunisia and Libya Affairs; **THOR H. KUNIHOLM**, deputy director, Office of Morocco, Algeria, Tunisia and Libya Affairs, replacing **R. GRANT SMITH**, reassigned to the Office of UN Political Affairs; **ANN GLANVILLE**, secretary, Office of Arabian Peninsula Affairs; **ELI M. BIZIC**, coordinator and senior economic-financial adviser; **EDWARD L. PECK**, director, Office of Egyptian Affairs; **ERIC D. TUNIS**, country officer for Sri Lanka and the Maldive Islands, replacing **LEE COLDREN**, who has been assigned to Embassy New Delhi; **RALPH LINDSTROM**, director; **ANDREW SENS**, deputy director; **LARRY W. SEMAKIS**, economic officer, and **WAYNE E. MIELE**, political-economic officer, Office of Iranian Affairs; **DENNIS P. MURPHY**, economic officer for Pakistan, replacing **TERESITA SCHAFFER**, reassigned to the Bureau of Economic and Business Affairs; and **JONATHAN MAYHEW**, political-military affairs officer, replacing **DAMON LABRIE**, who has been assigned to the Department of Commerce. The bureau welcomed summer interns **JUDITH BAN**, **MARK KAGAN**, **LESLIE KOHN**, **STERETT POPE** and **MATTHEW REUTER**. ☐

EMBASSY COLOMBO

Embassy Colombo has carried out an extensive goodwill project in Sri Lanka, in the face of budget restraints. The staff used what they described as "no cost" imagination to help organize a 100th-anniversary observance of the arrival in Ceylon of Henry Steele Olcott, a New York lawyer and Civil War hero, who worked to strengthen religion, education and national awareness in the nation now known as Sri Lanka.

Thousands of Sri Lankans, from President **J.R. JAYEWARDENE** to school children, joined in the weeklong, national celebrations which underscored the historic bonds between Sri Lanka and the United States. The "Olcott Week" was planned and sponsored by the embassy, in cooperation with the ministry of culture and leaders in government, academia, church and business. Ambassador **DONALD R. TOUSSAINT** and deputy chief of mission **HARRY A. CAHILL** were principal speakers, and embassy personnel participated.

The Olcott centennial featured national contests in oratory, art and essays on the life and works on Olcott; an ICA film on the American, shown on national television and in movie houses; the issuance of a commemorative postage stamp; traveling exhibitions; and lectures. Other highlights included the republishing of "The Buddhist Catechism" and Olcott's autobiography, "Old Diary Leaves," and the naming of libraries and school buildings in his honor. The event-filled week opened in the port city of Galle, at 7 in the morning, exactly at the hour when Olcott landed 100 years earlier. A flotilla of decorated fishing boats escorted the Olcott vessel, as in 1880. Cabinet ministers and members of Parliament, accompanying a statue of the American, came ashore and were greeted by 4,000 persons. Later, a procession featuring century-old carriages, floats, bands, and an honor guard of 2,500 school children, moved down the streets. Soon after, President Jayewardene went to Galle to lead another parade, inaugurate an Olcott monument, and conduct ceremonies at the Buddhist temple which Olcott had first visited. The celebrations then shifted to Colombo, along the route which he had followed.

Olcott, who earlier had founded the Theosophical Society, first visited Ceylon in May 1880 to study and support oriental philosophy and religion. He took his Buddhist vows at a southern coastal temple, and dedicated the remaining 27 years of his life to bringing together the best of East and West. He founded 205 schools, reconciled Buddhist sects, lectured before thousands, wrote the Buddhist catechism and designed its flag. He won official recognition from Britain for Buddhist holidays and religious observances, and worked for ecumenical understanding. Today in Sri Lanka he is regarded as a hero who played a leading part in reviving Buddhism and inspiring the independence movement. ☐

COLOMBO—Ambassador *Donald R. Toussaint*, center, presents books to Department of National Archives in connection with the Olcott centennial. At left is deputy chief of mission *Harry A. Cahill*. ☐

BAGHDAD—At awards ceremony at U.S. interests section are, left to right, communications support officer *John Lemandri* (Meritorious Honor Award), economic/commercial chief *Ryan Crocker* and communications program officer *Leo Duncan* (Superior Honor Awards), with principal officer *Edward Peck*. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS R. PICKERING was the guest speaker at Finland's annual "American Days" celebration, June 6–8, which took place on the Aland Islands, and was sponsored by the League of Finnish-American Societies. Mr. Pickering spoke on common U.S.-Finnish interests in the oceans. On June 17, Mr. Pickering addressed the Atomic Industrial Forum-Swedish Industrial Forum's workshop in Stockholm. Mr. Pickering presented the U.S. administration's view on international nuclear relations, in the light of the international nuclear fuel cycle evaluation. On July 17, Mr. Pickering met with Mexican nuclear government officials. On July 31–August 2 he visited University of California scientific laboratories at Los Alamos and Albuquerque, N.M., and Livermore, Calif. Mr. Pickering attended meetings in San Diego on chemical weapons organized by the Defense Science Board, August 3–15.

The deputy assistant secretary for oceans and fisheries affairs, MORRIS BUSBY, headed the U.S. delegation in discussions with the Canadians, July 29, in Washington, on elements of a possible agreement to resolve our albacore tuna problem. BRIAN HALLMAN, RAY ARNAUDO and KAREN STEWART of the Office of Fisheries Affairs also participated in the discussions. On July 24, Mr. Busby met with European Economic Community officials in Brussels regarding U.S. shrimp fishing interests off French Guiana. R. TUCKER SCULLY and CLAUDIA KENDREW, Office of Oceans and Polar Affairs, served as members of the U.S. delegation to the 32nd meeting of the International Whaling Commission, in Brighton, United Kingdom, July 21–26. J. PETER A. BERNHARDT, marine pollution officer, has joined the Office of Oceans and Polar Affairs and will handle marine pollution matters. NORMAN WULF and DAVID HOLTON, from the Office of Marine Science and Technology Affairs, participated in an Intergovernmental Oceanographic Commission executive council meeting, in Paris, June 22–28. Mr. Wulf also participated, with WILLIAM ERB, in a law of the sea seminar, at the Woods Hole Oceanographic Institution, on July 21. On July 19, LEE STEVENS, Office of Marine Science and Technology Affairs, traveled to Woods Hole to participate in a scientific research cruise aboard the research ship *Oceanus*, which is operated by the oceanographic institution. Following the cruise, Mr. Stevens met with scientists at the National Marine Fisheries Service, and visited the Soviet research ships *Evrika* and *Viandra*, which were engaged in cooperative fisheries research with U.S. scientists. NORMAN WULF was in Geneva, attending the third UN conference on the law of the sea. KELLY RUSH, formerly with the administrative and clerical pool, and NYDA NOVODVORSKY, from the Bureau of European Affairs, recently joined the Office of Marine Science and Technology Affairs staff.

MARY ELIZABETH HOINKES assumed her duties as deputy assistant secretary for environment, health and natural resources, August 1, replacing WILLIAM ALSTON HAYNE, who retired July 31. Mrs. Hoinkes was formerly assistant legal adviser for oceans, environment and scientific affairs. Mrs. Hoinkes, in her capacity as one of the four vice chairmen of the Bureau of the Environment Committee, of the Organization for Economic Cooperation and Development, attended a bureau meeting in Paris, July 16–18. SUE PATTERSON has assumed her duties in the Office of Environment and Health. She will be providing staff support to the Office of the Deputy Assistant Secretary for Environment, Health and Natural Resources, in its participation in the environment committee of the Organization for Economic Cooperation and Development. She will also be concerned with issues related to hazardous substances, toxic wastes, environmental aspects of nuclear energy (except ocean disposal) and noise. ALEXANDER SLEGHT has assumed his duties in the Office of Environment and Health. He will provide the staff support for the participation by the U.S. commissioners on the U.S.-Panama joint commission on the environment. He will also be responsible for issues related to ocean pollution (including ocean disposal of nuclear wastes), the Arctic and Antarctic, the ocean dumping convention, and Department participation in the Intergovernmental Maritime Consultative Organization and the Intergovernmental Oceanographic Commission.

On June 14–22, BILL L. LONG, director, Office of Food and Natural Resources, participated in the mid-year meeting of the committee on arid lands of the American Association for the Advancement of Sciences, at the Desert Experiment Station in southwestern Utah. A three-year work program was prepared for the committee, which includes increased support for the State Department's activities on desertification control and arid lands management. EDWARD BITTNER, deputy director of the Office of Food and Natural Resources, attended the World Game Seminar, in Philadelphia, June 6–7. This seminar, sponsored by World Resources Inventory in conjunction with BUCKMINSTER FULLER, provides a context for solving noncompetitively global resource problems. In mid-June, THOMAS PARKER, Office of Food and Natural Resources, traveled to Anchorage, Fairbanks, Ft. Yukon and Kaktovik, Alaska, to hold public meetings on the proposed U.S.-Canada migratory caribou treaty. IRENE DYBALSKI, WILLIAM MANSFIELD (Office of Environment and Health) and PETER OLSON (Office of the Legal Adviser) briefed Canadian officials in the Office of External Affairs, in Ottawa, on environmental assessment procedures under Executive Order 12114 and their implications for Canada. JACK BLANCHARD of the Office of Environment and Health conferred with Canadian officials in Ottawa on the proposed agreement between Canada and the U.S. on transboundary air pollution.

PANAMA—Members of U.S.-Panama Joint Environmental Commission watch ship pass through the canal locks. From left are *William Alston Hayne*, State's deputy assistant secretary for environment, health and natural resources, former Ambassador *Robert O. Blake*, and *William Mansfield*, former deputy director, Office of Environment and Health.☐

Colonel GEORGE OJALEHTO joined the staff of the Office of Advanced Technology. He comes to the bureau from a recent three-year Air Force assignment with the National Aeronautics and Space Administration headquarters space shuttle program office, and will be working in the area of technology assessment and space affairs. MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, led a seminar on international energy technology cooperation at the Los Alamos scientific laboratory, July 17, in New Mexico. JEAN CHRISTOFF, Office of Energy Technology Cooperation, was in Geneva, July 24–August 1, for the second preparatory committee meeting for the 1981 UN conference on new and renewable sources of energy. The committee agreed on the scope and timetable for preparations for the conference, to be held August 10–21, 1981, in Nairobi, Kenya.

VERNON E. ADLER recently joined the bureau, in the Office of Nuclear Export and Import Control. Mr. Adler's previous assignment was science counselor in Warsaw. DEAN H. COOPER, deputy director, Office of Nuclear Export and Import Control, has left the bureau for assignment as science counselor in Seoul. JOHN SALMON has assumed his duties as deputy director of the Office on Non-Proliferation and Export Policy. TERESA JONES has also assumed her duties in that office. RUST DEMING, former deputy director of the Office of Non-Proliferation and Export Policy, departed in late June to attend Stanford for one year, and will then go on to Tokyo. ADRIENNE STEFAN has also left that office for her Paris assignment.

On May 9, RICHARD E. BENEDICK, coordinator of population affairs, held consultations in New York at the U.S. mission to the UN, on the international development strategy; with RAFAEL SALAS, executive director of the UN Fund for Population Activities; with GEORGE ZEIDENSTEIN, president of the Population Council, and others, on Africa population programs; and with the apostolic mission. Mr. Benedick spoke at the Executive Seminar on National and International Affairs, May 19, and at the annual meeting of the board of governors of the Population Crisis Committee, on May 20, on population and U.S. foreign policy. From May 21–June 13, Mr. Benedick visited Morocco, Senegal, Nigeria, Cameroon, Kenya and Rwanda, to discuss population prospects and policies with U.S. ambassadors, cabinet ministers, parliamentarians, and tribal, religious and women's leaders. On June 16–20, Mr. Benedick represented the United States at the annual meeting of the governing council of the UN Fund for Population Activities, in Geneva. While in Geneva, he also consulted with HALFDAN MAHLER, director-general of the World Health Organization, and with the World Council of Churches. Mr. Benedick spoke on global population issues before the President's management intern conference on foreign policy, July 28. THOMAS FERGUSON has joined the staff of the coordinator of population affairs, after serving at Embassy Madrid. ☐

BUREAU OF PERSONNEL—Girls' Nation's *Anne Miano*, of Charlotte, N.C., greets Ambassador *Ronald Palmer*, deputy assistant secretary for personnel. ☐

Personnel

On July 18, ANNE MIANO, of Girl's Nation, who had been named "Director General for a Day," visited several offices in the Bureau of Personnel. In the Office of Performance Evaluation, she met with JOHN ROUSE, the director, and BARBARA PRATHER, the acting deputy director of the office, who discussed the performance appraisal, promotion and selection-out systems of the Department. Miss Miano also visited the board rooms where the Foreign Service selection boards were in session. Ambassador ROBERT SAYRE, chairman, and the members of Selection Board II, briefed Miss Miano on the responsibilities and operations of the Foreign Service selection boards.

In the Office of Foreign Service Career Development and Assignments, KITTY ALLEN, personnel counselor, and MARGARET ARCEMENT, placement officer, have been presented Meritorious Honor Awards for their performances in N'Djamena, Chad, and Praia, Cape Verde, respectively. ☐

Politico-Military Affairs

Office of the Director: Deputy director JEROME KAHAN served as alternate U.S. representative at the meeting of the UN ad hoc committee on the Indian Ocean zone of peace, July 21–August 8.

Office of International Security Policy: WILLIAM H. COURTNEY has departed the bureau for Russian language training at the Foreign Service Institute, and an onward assignment in Moscow as the politico-military officer. THOMAS E. McNAMARA has departed the bureau to be the deputy chief of mission in Kinshasa, Zaire.

Office of Nuclear Policy and Operations: Director MARVIN HUMPHREYS and GREGORY SUCHAN, political officer, are attending the nonproliferation treaty review conference in Geneva, August 11–September 5. PHILIP MAYHEW, from Amman, has recently joined the office as deputy director.

LOUIS WARREN, from Algiers, has also joined the staff.

Office of Munitions Control: Director WILLIAM B. ROBINSON, with JOSEPH P. SMALDONE, chief, Arms Licensing Division, and NANCY L. HINDMAN, chief, Administrative Branch, participated in the arms export licensing conference sponsored by the Society for International Affairs, at the Army-Navy Club, July 16. LEROY L. MILLS, statistical coding clerk, joined the staff on June 30.☐

Public Affairs

Assistant Secretary-designate WILLIAM J. DYESS escorted SECRETARY MUSKIE to the luncheon meeting of the Foreign Policy Association, in New York, July 7. On the advance team were JANICE SETTLE, CONNIE DUNAWAY and HENDRIK WOODS of the Office of Public Programs. On July 3, Mr. Dyess traveled to Florida, to address the Coral Gables Country Club on "U.S. Security and the Soviet Challenges."

Office of Public Programs: On July 8, W. DIXON BOGGS traveled to Las Vegas to address the annual educational seminar of the Union Mutual Benefit Association, on "The Impact of Global Confrontation with the Soviet Union." The bureau organized a meeting in the Department, July 29, to commemorate the fifth anniversary of the signing of the Helsinki accords, and to brief the participants on U.S. preparations for the next review meeting of the Conference on Security and Cooperation in Europe, which will be held in Madrid beginning November 11. Mr. Muskie; former Justice ARTHUR GOLDBERG, chairman, U.S. delegation to the Belgrade Review Conference; GRIFFIN BELL, chairman, U.S. delegation to the Madrid Review Conference; MAX M. KAMPELMAN, cochairman, U.S. delegation to the Madrid Review Conference; and ROZANNE L. RIDGWAY, counselor of the Department, took part in the program. Other participants were WARREN ZIMMERMANN, senior Department representative on the U.S. delegation to the Madrid Review Conference, and R. SPENCER OLIVER, staff director and general counsel, Commission on Security and Cooperation in Europe. The afternoon briefing by PRESIDENT CARTER and ZBIGNIEW BRZEZINSKI, assistant to the President for national security affairs, took place in the East Room of the White House. ILMAR HEINARU, chief, National Capital Division, served as coordinator for the Department part of the briefing. Mr. Muskie addressed the United Steelworkers convention, held a press conference, and met with area leaders in Los Angeles, August 7. On August 8, the Secretary met with Bay area leaders in San Francisco, addressed a joint meeting of the Commonwealth Club of California and the World Affairs Council of Northern California, and met with families of the American hostages for luncheon. Mr. Dyess accompanied the Secretary. JANICE SETTLE and HENDRIK WOODS advanced the Los Angeles portion of the Secretary's trip, and JOYCE YUTZEY and JUDY WENK advanced the San Francisco portion.

LORRAINE HYNES of the Southern Division attended the supervisory studies seminar at Harpers Ferry Training Center, August 3–8.

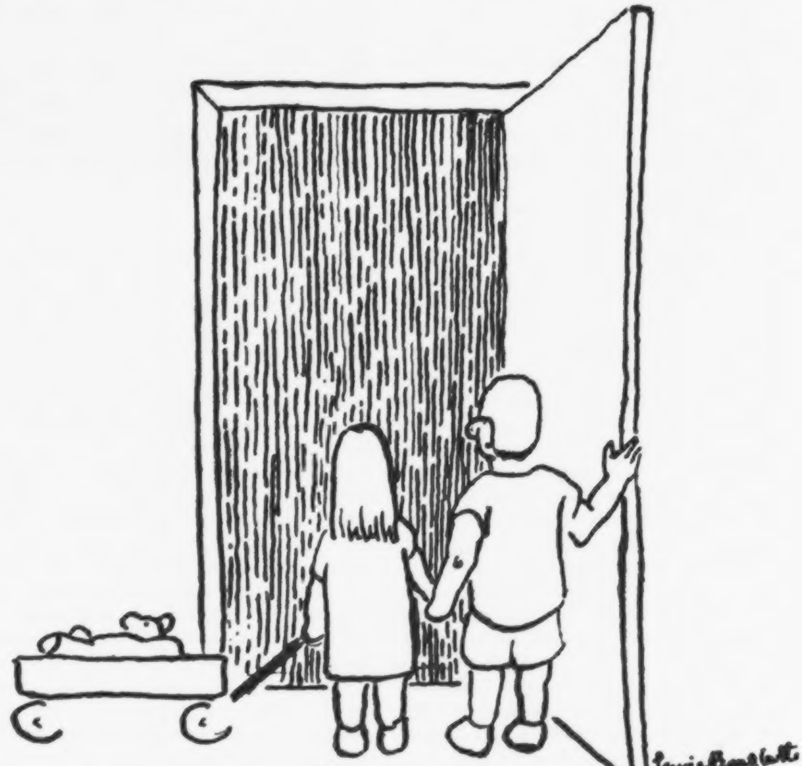
The second foreign policy conference for presidential management interns, cosponsored with the Office of Personnel Management, was held in the Department, July 28–29. More than 300 interns attended. The Presidential Management Intern Program, now in its third year, was established by executive order of President Carter. Each person selected for this two-year appointment in Government ranks among the top 10–15 percent in his/her graduating class and holds a master's in public or business administration. The future leaders gathered to hear Deputy Secretary WARREN CHRISTOPHER and his senior aides, as well as other high-ranking Government officials, discuss current foreign policy issues during briefing and workshop sessions. DIXON BOGGS, director, Office of Public Programs, was the conference moderator. MARIE BLAND, Office of Public Programs, was conference manager. A reception on the eighth floor concluded the conference.

Executive Office: HODDING CARTER III resigned July 1. TOM RESTON resigned July 4. JAMES HERBERT retired June 30. GWENDOLYN SIMPSON was reassigned from the Correspondence Management Office to the Special Assignment Staff, July 21. SUE HAUFE transferred to the White House, July 12. EDITH JAMES entered on duty as a GS-11 historian, June 30, and resigned July 25. SONDRA DRAYTON was reassigned on July 27 to the Northern Division of the Office of Public Programs, as a secretary-typist.

Office of Public Communication: PHYLLIS A. YOUNG, editor of the Department of State Bulletin, was interviewed for a Voice of America broadcast to English-speaking countries. The subject of the interview was the history and function of the Department.

Office of the Historian: N. STEPHEN KANE addressed the foreign affairs interdepartmental seminar at the Foreign Service Institute, July 7, concerning "U.S.-Latin American Relations in Perspective." DAVID S. PATTERSON delivered a paper, "The Role of Third Parties in Mediating International Disputes; Some Methodological Reflections," at the sixth national meeting of the Society for Historians of American Foreign Relations, University of Maryland, August 14.

Office of Plans and Opinion Analysis: C. THOMAS BLEHA has joined the office as deputy director, arriving from Seoul. ■



"Don't worry, Susie. Daddy was only teasing when he said it's gonna rain like this every day for four months at the post—I think." ☐

NEW DIRECTIVES

Organization and functions

The functional statement for the Bureau of Personnel is revised, amended and renumbered, to reflect organizational changes which have occurred since the bureau's statement was last issued. (TL:ORG-121)

A new functional statement is added to the Manual for the Bureau of International Narcotics Matters. This bureau was established in the Department of State as authorized under the Foreign Relations Authorization Act, FY1979, effective October 1, 1978.

The functional statement for the Bureau of Inter-American Affairs is revised and amended to include the following changes: (a) The Office of Policy Planning, Public and Congressional Affairs is abolished and the following two offices are established: (1) The Office of Policy Planning and Coordination (ARA/PPC), and (2) the Office of Congressional, Human Rights and Public Affairs (ARA/CHP); and (b) the former Office of East Coast Affairs (ARA/ECA) is abolished and a separate Office of Brazilian Affairs (ARA/BR) and an Office of Southern Cone Affairs (ARA/SC) is established. (TL:ORG-122)

The functional statement for the Office of the Legal Adviser is amended and updated to include an office for member, International Law Commission, and deputy legal adviser for special problems; an assistant legal adviser for private international law; and the Board for Appellate Review (L/BAR), which was transferred from the M area. (TL:ORG-123)

The Unhealthful Post List includes designation, cancellations and redesignations as follows: Designations—(1) Effective January 1, 1979, Bissau, Guinea-Bissau, was designated as an unhealthful post; (2) effective April 1, 1979, Praia, Cape Verde, was designated as an unhealthful post; (3) effective May 1, 1979, Godawari, Nepal, and Quezalthenango, Guatemala, were designated as unhealthful posts; (4) effective August 1, 1979, Kumasi, Ghana, was designated as an unhealthful post; and (5) effective May 1, 1980, Damascus, Syria, was designated as an unhealthful post. Cancellations—(1) Effective February 1, 1979, the designation of Seoul, Korea, as an unhealthful post was canceled; and (2) effective July 1, 1979, the designation of Asuncion, Paraguay, as an unhealthful post was canceled. Redesignations—(1) Effective January 1, 1979, Maracaibo, Venezuela, was redesignated as an unhealthful post; (2) effective January 1, 1980, Asuncion, Paraguay, was redesignated as an unhealthful post; (3) effective July 1, 1979, Maputo, Mozambique, was redesignated as an unhealthful post; and (4) effective November 4, 1979, Havana, Cuba, was redesignated as an unhealthful post. (TL:PER-503)

Changes have been made in organization, title designations and office symbols in the Bureau of Intelligence and Research, effective April 10, 1980. (FAMC No. 26)

A new Office of Science and Technology Support (OES/STS), under the deputy assistant secretary for science and technology (OES/S), was established, effective July 7, 1980. (FAMC No. 27)

The functional statement for the Office of Communications is amended and revised to reflect organizational changes announced in TL:ORG–117, dated March 10, 1980. The revision includes the abolishment of the Executive Staff (OC/EX), and establishes a Special Projects and Programming Staff. This staff, under the Office of the Deputy Assistant Secretary, will combine the functions of the existing Programmer Staff presently in the Communications Center Division with those of a new Special Projects Section. (TL:ORG–124)

General services

The regulations governing the use and control of official Government-owned or leased vehicles have been revised. (TL:GS-1088)

Effective April 20, 1980: (1) mileage reimbursement for authorized travel by privately-owned vehicles has been increased to 20 cents per mile; (2) taxicab reimbursement in excess of $25 plus tip must be supported by a receipt along with a statement justifying the use of such conveyance; (3) several locality subsistence rates in high-cost areas have been revised, and more cities and states were added to the list. (Uniform State/AID/USICA Regulations) (TL:GS-266)

The fiscal year 1979 State Department authorization bill has been amended to allow the payment of travel expenses for family members of employees who are assigned to temporary duty in connection with transfer. (Uniform State/AID/USICA Foreign Service Travel Regulations) (TL:GS-267)

New 'TAGS' edition

A new edition of the "TAGS" handbook is scheduled to be distributed to State personnel this month. Issued by the Foreign Affairs Information Management Center, the volume lists 141 "TAGS" or designations, organizing Departmental information by subject content.

Center officials pointed out that "several helpful changes and additions to the 'TAGS' guidelines have been made since the last edition. The letter of transmittal in front of the handbook gives specifics of these changes and is an excellent place to begin your introduction to this cryptic world of subject classification."

Comments or suggestions on the handbook may be sent to the center's Information Acquisition and Processing Division, Information Records Management. Additional copies may be obtained from the center's Publishing Services Division, Distribution Section. □

Economic affairs

Current FAM language tends to limit "exports" to merchandise or tangible goods, to the exclusion of services such as banking and insurance. This new section is designed to alert economic/commercial officers to the emerging role of services in U.S. international transactions, and to assist in identifying barriers, restrictions, and impediments to U.S. service industries operating internationally.(TL:ECON-64)

Foreign Affairs Manual Circulars

A checklist of current Foreign Affairs Manual Circulars (FAMCs) as of May 1, 1980, has been issued. The list includes the number, issue date, symbol of the Department office that originated the circular, subject of each circular, and the expiration or cancellation date. If a circular has been extended, the extending circular is listed with the original circular and again following in numerical sequence. (Uniform State/AID/USICA Issuance) (FAMC No. 28)

Personnel

Precepts for the Commissioning and Tenure Board (hereafter called the board) have been issued. The precepts provide the criteria and processes by which the board decides whether or not an officer in the Career Candidate Program, including other participants in the Junior Officer Program, will be offered a commission as a Foreign Service officer. (FAMC No. 24)

Precepts and Special Directives (Appendixes A, B, C, D, E and F) for the 1980 Foreign Service Senior, Intermediate, and Specialist Selection Boards have been issued. Agreement on these precepts and special directives was reached with the American Foreign Service Association on June 9, 1980, and approved by the under secretary for management on June 10, 1980. (FAMC No. 25)

The "Direct Fringe Benefit Payments for FSN Employees" has been revised to include the following revisions: (1) the mass pay adjustment action format; (2) rules governing the administration of compensation plans are clarified; (3) a new sample format for a bonus payment plan statement is issued; (4) a new policy statement on severance pay is added; (5) new subsections have been added to: (a) explain transfers between U.S. Government agencies; (b) provide for justification for paying severance pay with an immediate annuity; (c) provide instructions for preparing severance plans; and (d) provide instructions for documenting severance payment; and (6) a new format is issued for "Severance Pay Plan for FSN Employees." (Uniform State/AID/USICA Regulations) (TL:PER-500)

A new subsection, which applies to the American Family Member Employment Program, provides the conditions under which a family member may be employed in the same organizational unit as that supervised by the family member's spouse. (TL:PER-501)

The "Unhealthful Post List" has been revised to include the following revisions: (1) Designations: (a) effective January 1, 1979, Bissau, Guinea-Bissau, was designated as an unhealthful post; (b) effective April 1, 1979, Praia, Cape Verde, was designated as an unhealthful post; (c) effective May 1, 1979, Godawari, Nepal, and Quezaltenango, Guatemala, were designated as unhealthful posts; (d) effective August 1, 1979, Kumasi, Ghana, was designated as an unhealthful post; and (e) effective May 1, 1980, Damascus, Syria, was designated as an unhealthful post. (2) Cancelations: (a) effective February 1, 1979, the designation of Seoul, Korea, as an unhealthful post was canceled, and (b) effective July 1, 1979, the designation of Asuncion, Paraguay, as an unhealthful post was canceled. (3) Redesignations: (a) effective January 1, 1979, Maracaibo, Venezuela, was redesignated as an unhealthful post; (b) effective January 1, 1980, Asuncion, Paraguay, was redesignated as an unhealthful post; (c) effective July 1, 1979, Maputo, Mozambique, was redesignated as an unhealthful post; and (d) effective November 4, 1979, Havana, Cuba, was redesignated as an unhealthful post. (TL:PER-503)

Revised promotion procedures for junior officer specialists who are serving in categories for which career ladders have been established, including a list of career ladder specialist categories, formerly issued in FAMC No. 777, dated December 15, 1978, are codified into the regulations.

The following four new career ladder specialist categories are added, effective January 22, 1979: (a) communications electronics officer, R-6/S-4, (skill code 2430); (b) communications technician-cryptographic, R-6/S-4, (skill code 2431); (c) communications technician-radio, R-6/S-4, (skill code 2432); and (d) communications technician-telephone, R-6/S-4, (skill code 2433). (TL:PER-504)

Rest and recuperation travel (R&R) has been revised to reflect changes, deletions and new designations. (Uniform State/AID/USICA Regulations) (TL:PER-505) ■

Antarctic advisory panel to meet

The Antarctic Section of the Oceans and International Environmental and Scientific Affairs Advisory Committee will meet at 2 p.m., September 25, in Room 1408. Officers responsible for Antarctic affairs in the Department will discuss issues and problems involving the Antarctic, in the context of current domestic and international developments. The session will be open to the public.

The section will also meet on September 26, at the National Academy of Sciences Building, in sessions which will not be open. These sessions will be devoted to the discussion of classified material.

The purpose of these discussions will be to elicit views concerning the further development of Antarctic mineral resource policy, and to review the results of recent negotiations concerning the conclusion of a convention for the conservation of Antarctic marine living resources.

Requests for information on the meetings should be directed to R. Tucker Scully or Lisle Rose, OES/OPA, Room 5801, Department of State. They may be reached at (202) 632-3262. □

CONSULAR AFFAIRS—Certificates are presented to graduates of the advanced consular course. From left: *Charles Sten*, Casablanca; *Don Bean*, coordinator of consular training; *Albert Barbieri*, and *Anne Schloss*, Visa Office; *Thomas Randall*, Athens; *Marlene Schwartz; John Schroeder*, Immigration and Naturalization Service; *Lenore Dretzka*, Chicago Passport Agency; *George Kettenhofen*, Vancouver; *Celio Sandate*, Cali; *Edward Upton*, Immigration and Naturalization Service; *Diana Morris*, deputy coordinator of consular training. Not present: Nancy McKee, Nairobi, and Patricia Wazer, Manila. □

—(Continued from inside front cover)

No more graceless than such modern confections as "chairperson," and at least slightly amusing!

Sincerely,
Dick Eney
Eastern African Affairs, AID □

Suva-t else is new?

Suva, Fiji

Dear Sir:

Bill Curley's "wordplay" in the June issue has left me a little fijity, or more spacificly, island right on my back with laughter every time I read it. If you sea what I mean.

Sandcerely,
Glenn T. Jones
Communications
program officer □

Higher pay for minorities?

Shanghai, China

Dear Sir:

Foreign Service efforts to increase the percentage of minority officers by interviewing only non-white persons in the 70–75 point range is wrongheaded. It will result in an assumption that most non-white officers are substandard and noncompetitive, even though many of them may have tested at above 75 points.

The basic reason we do not have higher numbers of qualified minorities applying is that the Foreign Service is not competitive in their job market. All of the efforts the United States is making to redress past injustices have created a sellers market for minority talent. Starting pay of $19,546 (FSO-7 Step 7) is peanuts compared to what well qualified minority persons can get elsewhere. Talented minorities are worth more than equally-talented whites in the current job market.

Most of us agree that sacrifices and inequities for whites are necessary to correct the inequalities of the past, but let's make those sacrifices in a way that will not besmirch the reputations of the very minorities we are trying to help, or that will not run down the Service. Let's make the Foreign Service more attractive to minorities by going to Congress and getting permission to boost minority starting pay $5,000–$10,000 a year, with the understanding that, by mid-career, the difference between white and nonwhites pay will be eliminated. Let's actively recruit minorities with the promise of higher pay, and assure them that if they make it through the standard entrance process, they will get choice of first post.

It seems to me that the Service will find it easier to accept the fact that qualified minorities cost more, and to make our sacrifice and take our inequity by paying them more for equivalent early grades, than to accept the possibility that less-qualified persons may be inequitably promoted above us.

Sincerely,
David Hess □

'Churlish attack'

Ottawa, Ontario

Dear Sir:

On reading Mr. Fennell's letter (June) commenting on Ms. Wiznitzer's complaint (April), I re-read her letter. I found nothing whatever in it to justify Mr. Fennell's churlish attack on her. She got caught in the gap between the two different passing scores on the Foreign Service examination, a gap which, of course, cannot exist because the Department solemnly assured us that there aren't two different passing scores. Ms. Wiznitzer feels, with justification, that she has not received "equal opportunity" treatment. Why should she not feel aggrieved? She has lost an opportunity for a Foreign Service career by being discriminated against because of her race. No amount of semantic fog or silly name-calling can hide that fact.

In a letter in the same Newsletter, Ms. King of the Women's Action Organization in one sentence supports a differential score for minorities and in another sentence calls for "employing the principles of *equal* opportunity" (emphasis mine). She should make up her mind which she wants.

I believe that affirmative action should be used to secure equality of opportunity and does not need to involve reverse discrimination. I suppose that makes me a "pin-stripe redneck" in Mr. Fennell's distorted view. He irascibly consigns Ms. Wiznitzer to hell and suggests she go to court. If she wants to bring suit, I, for one, will contribute.

Sincerely,
John E. Williams
Counselor for commercial affairs
□

Cafeteria was for whites

Washington

Dear Sir:

If tears are to be shed for affirmative action, let us all weep for the wasted talents of our black forebears, who found all positions, except messengers or low-grade clerical, closed to them prior to the late 1940s. Weep for the black men and women who suffered the additional degrading and humiliating experience of having to dine in State's segregated cafeteria. Many of them had college degrees and retired after years at the GS-4 or -5 level. The Foreign Service, for all intents and purposes, was "off limits." This was typical of the entire U.S. Government. Affirmative action is a means of helping to undo past inequities, and "each of us must be alert to the possibilities of advancing affirmative action in all aspects of our work."

Very few of us qualify for the most pervasive forms of affirmative action—patronage, nepotism and cronyism.

Sincerely yours,
Virginia S. Butler
Chief, Publications Distribution
Branch
(and one of the former messengers)
□

'Insult to my intelligence'

Bangkok

Dear Sir:

Letters to the editor are not

my forte. However, I feel I must go on record regarding the statements of equal treatment and nondiscrimination in passing scores for the 1979 FSO written examination.

Failure to protest the ambiguity of the explanation provided would certainly prove that scoring over 70% is not indicative of much intelligence after all! If I'm gullible enough to believe that explanation and have too little spirit to protest such treatment, I really shouldn't be considered as good potential FSO material.

Having observed the Foreign Service in action for over 14 years, I sincerely desire that the United States continue to be represented by the best possible personnel available, both FSO and FSS. If my passing score is too low to be considered further because of an overabundance of more qualified applicants, I will graciously concede and try to improve it next year. I might even understand a straightforward admission of preferential treatment given for "good cause," although I thought one of the poorly-represented groups being actively recruited was women. Just do not try to tell me that the current method guarantees equal treatment to all! THAT is an insult to my intelligence.

Yours truly,
MRS. LYNN GUTENSOHN ☐

Truman doesn't live here

JERUSALEM

DEAR SIR:

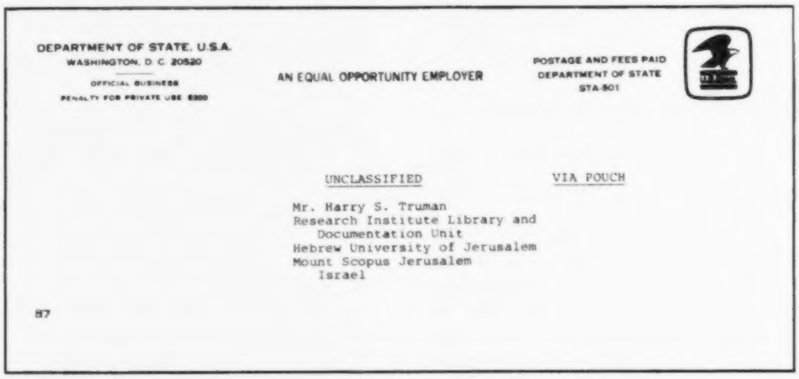
Enclosed is a copy of an envelope which came to this post from the Department for delivery. As Mr. Truman has not been here for some time, the post assumed that the material was intended for the Hebrew University research institute that was named for him.

As many institutions in this country are named for deceased benefactors and persons who have warm affiliation with the State of Israel, we hope the Department's necographers have noted the passing of the following persons:

David Ben-Gurion (university in Beersheva); John F. Kennedy (forest near Jerusalem); Hubert H. Humphrey (university building in Beersheva); Albert Einstein (square in Jerusalem); Chaim Weizmann (scientific institute in Rehovot).

Other institutions and geographic points of reference have been named after or connected with Solomon (pools), David (tower), Jesus and Mary (various Nazareth and Bethlehem locations) and Mohammed (Jerusalem point of interest); as well as others who have long since passed from the scene.

Sincerely,
D. SCHERR
American Cultural Center ☐



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Mr. Harry S. Truman
Research Institute Library and
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Hebrew University of Jerusalem
Mount Scopus Jerusalem
Israel

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Age in the Foreign Service

WASHINGTON

DEAR SIR:

I read with great interest the article on Page 7 of the May issue, concerning Michael Tagliani, who has been granted a worldwide clearance although confined to a wheelchair. This is an excellent example of EEO at work and I believe everyone would agree that Mr. Tagliani's talents should be utilized without regard to factors which have nothing to do with his performance. His point in the last paragraph (". . . it won't matter—as in Tehran—how fast one can run") is well-taken, and is one that the Bradley-Vance plaintiffs made in their case regarding age discrimination in the Foreign Service.

In view of what appears to be a more enlightened attitude on the part of the Department, perhaps the Foreign Service should review its rulings on age with the same logic and good sense used in Mr. Tagliani's case. I hope that the same EEO standards will be applied to those employees who wish to continue working past the age of 60 who can pass the physical and who, like Mr. Tagliani, are not asking for preferential treatment and are prepared to serve on a worldwide basis. I would also ask that those employees who have been terminated for age since February 22, 1979, be reinstated so they may resume their careers.

Sincerely,
MARY R. CARDOSO
International Organization Affairs ☐

On communicator shortage

NEW YORK

DEAR SIR:

Recently a cable was sent all diplomatic posts re shortage of communications personnel, and what State is doing to alleviate the situation. The blame is put on "retirement, resignations and the use of staff on excursion tours." The one thing not mentioned was transfers. Let the Bureau of Personnel check how many communicators have had their career field changed to administration or general service. Why? The answer is obvious—same pay or better, a Monday-Friday workweek, and a better chance of promotion. Need I say more?

Very truly yours,
GEORGE S. BETHAVAS
U.S. Mission to UN ☐

Dispute on drinking article

Mobile, Ala.

Dear Sir:

Your Alcohol Awareness Program would be so much more effective if it were more factual, candid and truthful, rather than propagandistic. Take the June issue of the Newsletter, for instance.

"One beer or one glass of wine is about equal to one average highball," you say. Anyone at all conversant with the subject knows that the potency of each glass of booze is in accordance with its alcoholic content by volume. There is a great deal of difference between the glass of Rhine wine and the glass of Irish whiskey. One ounce of 100-proof whiskey contains twice the dynamite of three times that amount of white wine. Who are you kidding?. . . .

Sincerely,
Richard Patrick Wilson □

First with the latest news

Belgrade

Dear Sir:

While (almost) always flattered to see my name in print, why, pray tell, are you reporting my transfer *now* (Newsletter, July) to Belgrade from the Bureau of Politico-Military Affairs? I arrived in Belgrade 25 months ago!

Yours truly,
Thomas P.H. Dunlop

We can't get an answer from the Department computer that gave us this 25-month-old news gem. You've shamed it into silence, Mr. Dunlop! □

How about 'sortitation'?

Santiago, Chile

Dear Sir:

Despite the fact that August J. Bleske has found the word "sortation" in Webster (Newsletter, May), his use of it is regrettable. It is just the sort of pompous and overblown bureaucratic jargon that the Department should be trying to avoid rather than encourage. Furthermore it is, according to page 2402 of his favorite dictionary, a noun and to use it as a modifier of the word "system" is, at the very least, inappropriate. What is wrong with the word "sorting"? If nothing else, it is two letters shorter.

Sincerely,
Arturo S. Macias
American consul □

'Simply severed'

Mexico

Dear Sir:

Still smarting from the abolishment of my position as protocol assistant at the embassy in Mexico, I feel that salt has been rubbed into the wound to find my name in your June issue under "Resignations," when nothing could be further from the truth. There should be a separate category for people in my situation—perhaps entitled "Simply Severed."

Sincerely yours,
Elizabeth Anne Young □

She's in Nairobi

Nairobi, Kenya

Dear Sir:

It has just come to my attention that a lot of my friends and colleagues don't know about my assignment to Nairobi. I had been separated from the Service for employment with the American Institute in Taiwan and, after one year there, I drew the assignment here. I am due to leave Nairobi July 1981, and I arrived here July 1979.

I would like this put in the Newsletter in an appropriate place where it will be noticed. I haven't heard from some people in a long time and they probably don't realize I am here.

Sincerely,
M. Judith Fest □

Our embassy in Chad

Hamilton, Bermuda

Dear Sir:

On April 19, we received a telegram (State 103138) stating that all entries for American Embassy N'Djamena should be deleted from the Department of State Teletypewriter Routing Guide. To date we have heard nothing further and I have never seen anything mentioned in the Newsletter. From all indications, we have closed an American embassy. What happened? Does anybody care?

Sincerely,
Mary M. Grover
Secretary to the Consul General

The embassy has not been closed. However, personnel were withdrawn from the post in April. □

'Blachly has boobed'—I

Madrid

Dear Sir:

Blachly has boobed! As a student of the careers of my namesakes, the Presidents Harrison, let me point out that it was Old Tippecanoe, ***William Henry*** Harrison, not ***Benjamin*** Harrison, who served the shortest length of time in the Office of President. As Harry Truman put it ("Plain Speaking," Page 378):

"(Harrison) was sixty-eight years old, and on inauguration day he was showing off. It was raining cats and dogs, but he insisted on leading the inauguration parade back to the White House on horseback. He wouldn't wear a hat or coat or anything, and that was on March 4, 1841, and exactly one month later, on April 4, 1841, he was dead of pneumonia."

Sincerely,
Harrison B. Sherwood □

"Blachly has boobed'—II

Santa Barbara, Calif.

Dear Sir:

I'm probably not the first to tell you that it was not Benjamin Harrison (Newsletter, June, Blachly quiz) but his grandfather, William Henry Harrison, who was the U.S. president who died after only 30 days in office, on April

4, 1841.

"Old Tippecanoe," as he was known, is also of special interest to the U.S. Foreign Service, as he served as U.S. minister to Columbia, in 1829, and was declared persona non grata and sent home by Simon Bolivar because of interfering in local affairs. See my article "Old Tippecanoe in Bogota" in the Foreign Service Journal of January 1978.

Sincerely,
ROBERT E. WILSON
FSO, retired □

'Little-more-than-trivial'

TEL AVIV

DEAR SIR:

It is regrettable that your writer Donna Gigliotti chose to emphasize the physical hardships —such as they are—of the Khmer Emergency Group in her story appearing in your July issue. Whether it is a four-hour bus ride, primitive toilet facilities, or hot water being turned off at 8 p.m., Ms. Gigliotti does this hard-working group (of whom I know Rick Ruebensaal personally) a disservice to pay as much attention as she does to these little-more-than-trivial items.

Many thousands of Peace Corps volunteers (of which I am proud to have been one) served for several years under conditions equally as arduous. I know of few who would not agree with me in saying that the physical discomforts paled in their significance next to the job being done or the relationships being formed among native colleagues and friends. In other words, when one looks at that experience after several years, the outdoor latrines and water-tank showers become minor incidentals. That which will not be forgotten—whether as a Peace Corps volunteer or, I presume, a member of the Khmer Emergency Group—is the overwhelming sense of having been able to accomplish at least something good, something positive, in the face of the all but overwhelming circumstances of the situation.

May we please be spared such sophomoric writing in the future.

Sincerely,
LEON WEINTRAUB □

Leaky faucets

BELIZE CITY, BELIZE

DEAR SIR:

In reply to Donald S. Harris' letter in the July issue, I submit the following suggestion for saving water:

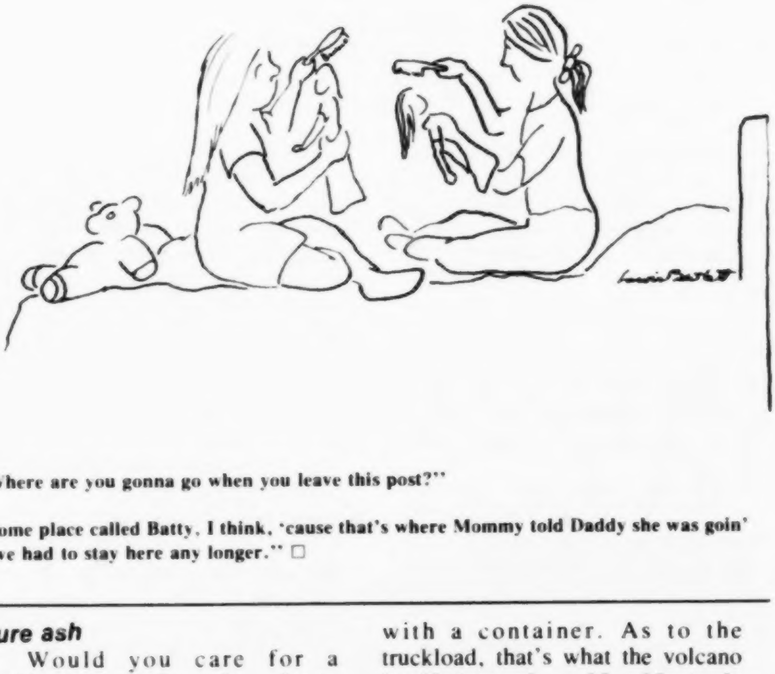
The last time I was in the Department, I noticed in the restrooms that there were leaky faucets in all that I saw (the ladies', that is; I assume the same is true of the men's). Billions of gallons of water could be saved if these were checked periodically and worn washers replaced.

Sincerely,
MARY NELL HANKS ■

The Art of Diplomacy

The Art of Diplomacy—
It is like an artist with a crayon.
Indefinite lines, subtle shadings,
Forceful scribblings—
And at times, a blot of color where
the crayola crumbles under the
pressure of the artist's hand.
But the artist continues to draw,
At best, working with only a nub—
Covering, always covering.
A canvas with images and ideas—
Finely blended,
Creating a better world.

—DENISE D. VITOLA
International Organization Affairs □



"Where are you gonna go when you leave this post?"

"Some place called Batty, I think, 'cause that's where Mommy told Daddy she was goin' if we had to stay here any longer." □

Pure ash

Would you care for a truckload of ash from the volcano at Mt. St. Helens? Patti Morton, policy adviser in the Office of Security, can't fill orders of *that* size, but she will graciously give you a teaspoonful of the stuff if you show up in her office, Room 2513, with a container. As to the truckload, that's what the volcano itself dumped on Ms. Morton's home at Napavine, Wash., about 40 miles west of the mountain. Some have advertised a teaspoonful at $1 to $2, but Ms. Morton will give it to her colleagues gratis. □

OBITUARIES

Waldemar John Gallman, 81, who became ambassador to Poland in 1948, to the Union of South Africa in 1951, and to Iraq in 1954, died on June 28. His last assignment before retiring in 1961 was in the Department, as director general of the Foreign Service.

Mr. Gallman

During the early years of his career, Mr. Gallman served as third secretary in Habana and San Jose. He was second secretary in Quito and then Riga. In 1934 he was assigned to Danzig as consular officer. Mr. Gallman was assistant chief of the Division of European Affairs, and then served in London as first secretary and counselor. In 1950, he was detailed to the National War College for one year. After retiring, Mr. Gallman worked for nine years as a consultant to the governments of South Korea and Vietnam.

A native of New York, he earned a bachelor's at Cornell University, where he also taught English for one year. He attended Georgetown University Law School, 1922–23. Survivors include two sons, John and Philip, of 5620 Gaines St., Burke, Va. 22015. □

G. Etzel Pearcy, 75, the Department geographer from 1957 until his retirement in 1969, died of cancer on June 28, in San Francisco.

Mr. Pearcy

A native of Indiana, he received his bachelor's from the University of California at Los Angeles, and earned master's and doctoral degrees at Clark University in Massachusetts. He taught at universities in Pennsylvania, Alabama and Missouri prior to becoming supervisor of instruction for the Air Force at Randolph Field, Tex., during World War II. From 1943 until 1950, he worked for Trans World Airlines on route development, traffic promotion and industrial relations.

Joining the Foreign Service in 1950, Mr. Pearcy served as geographic attache in Bangkok, New Delhi, London and Paris. As the geographer of the Department, he developed expertise in sovereignty affairs, maritime jurisdictions and land boundaries. During that time he was active on the U.S. Board on Geographic Names, and was its chairman, 1965–69. He served on various committees involving law of the sea matters, immigration quotas, cartography and geodesy, and codification of geographic names. Mr. Pearcy participated in a number of international meetings, including those of the International Geographical Union and UN conferences on cartography, law of the sea and standardization of geographic names. For three years after his retirement, he was the chairman of the department of geography at California State College, Los Angeles.

Mr. Pearcy was the author of several scientific reference and textbooks. His last book, "World Food Scene," was published in June. He was an editor of 48 political geographies and the author of articles published in a variety of trade journals. Other publications include booklet series on foreign and domestic air travel, geographic terminology of world regions and the global pattern of sovereignty.

A member of the Association of American Geographers, he also was a fellow of the Royal Geographical Society.

He leaves his wife, who lives in San Francisco. □

Arthur Perry Biggs, 70, a retired Foreign Service geographic specialist, died of a heart attack on June 30 in San Diego. A native of Michigan, he graduated from the University of California at Los Angeles in 1933. He worked as a teacher in Bolivia for five years, and then taught at the War Relocation Authority, 1942–43. For the next two years, he served in the Army, as a unit chief for the Office of Strategic Services.

Joining the Department in 1945, Mr. Biggs served as geographic specialist in Bogota, Buenos Aires, Caracas, Cairo, Paris and Rio de Janeiro. During the early '60s, he held several Department positions, including supervisory intelligence specialist, chief of the Guidance Branch and geographic specialist. He retired in 1970.

An active member of the San Diego Museum of Art, Mr. Biggs became the first male docent in 1973. He was a member of the Foreign Service Retirees of Southern California and the Association of American Geographers. Survivors include his wife, of 2620 Second Ave., #4C, San Diego, Calif. 92103. The family suggests contributions to the Art Biggs Docent Fund at the San Diego Museum of Art. □

Robert F. Griggs, 65, a retired Foreign Service budget and fiscal officer, died after a sudden illness on May 13 in Dunkirk, N.Y. He had served in Paris, Oslo, Khartoum and Bogota. In the Department, he was a fiscal procurement analyst, 1956–59, and was chief of the Fiscal Control Reports Branch for one year. He retired in 1971. A native of New York, Mr. Griggs was a graduate of Colgate University. He leaves his wife, of 754 Washington Ave., Dunkirk, his mother, one son, two daughters and seven grandchildren. □

Edward Arnold Mag, 80, a lawyer and retired Foreign Service officer who served as first secretary in Rome for eight years, died July 5 in La Jolla, Calif. Before his assignment to Rome in 1954, he served as legal attache in Budapest and Vienna, and as economic officer in Tokyo. After retiring in 1962, he remained in Italy and worked as a consultant on American and international law.

Mr. Mag, a native of Connecticut, earned bachelor's and law degrees at Yale University. He practiced law in Connecticut and New York until 1935, when he joined the National Recovery Administration in Washington. From 1943 until 1945, he worked in Washington and Egypt for the Lend-Lease Administration. He was employed by the War Department as an international law expert, 1945–47. Mr. Mag is survived by his wife, of Rancho Santa Fe, Calif., and two brothers. ☐

William Leo Carr, 63, a retired Foreign Service administrative officer, died on July 15. His first assignment was to Mexico as regulations administrative specialist, in 1951. In 1954, he was transferred to the U.S. mission to NATO and the European Regional Organizations in Paris. Mr. Carr was assistant director of the Foreign Service Institute language school in Nice, 1957–59, and then served as general services officer in Geneva, 1959–63. He was deputy director of the Consolidated Administrative Management Organization in Abidjan for one year, and was appointed administrative officer in Tananarive in 1964. After serving in Kingston for two years, he retired in 1970.

Born in Massachusetts, Mr. Carr attended Gregorian University in Rome and earned a master's from Catholic University in 1951. He served overseas as an Army lieutenant, 1941–45. Survivors include his wife, of 2144 California St. N.W., #502, Washington, D.C. 20008, one son and one daughter. ☐

Elaine Doris Denson, 59, a Foreign Service secretary who retired in 1978, died on August 12 in Baton Rouge, La. She joined the Foreign Service in 1959, and served in Pretoria, Tokyo, Tegucigalpa, Oslo and Kuala Lumpur. Department assignments include the Office of Operations, 1966–67; European Affairs, 1967–68 and 1970–73; Legal Adviser's Office, 1974–77; and East Asian and Pacific Affairs, 1977–78. Survivors include her mother and brother, of 4736 Sweetbriar Street, Baton Rouge 70808.☐

Catherine G. Fleming, 69, a retired Foreign Service secretary, died on July 9. Born in Massachusetts, she joined the Foreign Service in 1944. Ms. Fleming served in Naples, Belgrade, Caserta, Caracas, Tokyo, Rangoon, Buenos Aires, Canberra, Tel Aviv, Dublin and the Department, before retiring in 1970. Survivors include her niece, Karen Gejdenson, P.O. Box 181, Fitchville, Conn. 06334. ☐

Jay G. Walker, 84, a Foreign Service consular officer who retired in 1953, died on June 16. He was vice consul in Riga, Kovno, Danzig, Maracaibo, Niagara Falls, Bombay, Tunis, Tripoli, Cairo and Para. In 1940, he became a consular officer and served in Bahia, Belo Horizonte and Oporto. His last post was New Delhi, where he was first secretary and consular officer.

A native of Washington, D.C., Mr. Walker attended Mt. Royal College in Canada. He was a captain in the Army, 1917–20, and also served with the Red Cross in Europe. There are no known survivors. ☐

Marion Mayes, 56, a former Foreign Service secretary, died in Ohio on July 11. Born in Tennessee, she attended Peabody Institute in

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The Newsletter *regrets to report the deaths recently of children of three retired Foreign Service officers and one currently-employed officer.*

Warren Burke Shepard, 14, son of Athens political officer William Seth Shepard, died of pulmonary hepatitis in Wiesbaden, Germany, on June 16. Born in Singapore, he had traveled with his parents to posts in Asia and Europe. He attended the British embassy school in Budapest and was a graduate of Beverly Farms Elementary School in Potomac, Md., where he had been in a program for gifted children. In June, he graduated from the Middle School of the American Community School in Halandri, Greece. Besides his parents, he leaves two sisters and his grandparents. The family suggests contributions to the headmaster of Phillips Exeter Academy in Exeter, N.H., where a fund will be established in his name.☐

Mr. Shepard

Richard Michael Ford, 22, son of retired Foreign Service officer William J. Ford and Barbara A. (Bartlett) Ford, died at a hospital in Dover, N.H., on May 7. He was a student at the University of New Hampshire, and would have received a bachelor's in chemistry in May. Mr. Ford accompanied his parents on assignments in Seoul, Washington and London. In addition to his parents, of 57 Carolan Ave., Hampton, N.H. 03842, he is survived by three brothers and one sister. ☐

Louise Ayer Demetriou, daughter of retired Foreign Service officer Charles C. Adams, died in London of cardiac failure on March 12. She is survived by her husband, two daughters, two brothers, two sisters and her parents, of 35 Fairacres, Roehampton Lane, London SW 15. ☐

Richard Carrington Phelan, 22, son of retired Foreign Service officer Harry M. Phelan Jr., died on July 19 of injuries sustained in a fall while hiking in the Blue Ridge Mountains, in Virginia. Born in Boston, he accompanied his father to posts in the West Indies, Afghanistan and Switzerland. He graduated from the Phillips Exeter Academy, and was to have graduated from the University of Virginia in August. He also attended Southwestern at Memphis. Besides his parents, of 3012 Dartmouth Rd., Alexandria, Va., 22314, Mr. Phelan leaves one brother. ☐

Chattanooga and served in the Navy as a WAVE. Entering the Foreign Service in 1957, she served in Manila, 1957–59, and Paris, 1959–61. Ms. Mayes was later employed by the Institute for Defense Analyses in Virginia. She was active in the Daughters of the American Revolution. Survivors include two sisters, Pauline Day and Jeanne Brooks, of 413 Main Street, Chattahoochee, Fla., 32324. ☐

Dr. James A. Bassett, a contract physician for the Department in Bengali until the late '70s, died of a cerebral embolus in England on April 7. He was a contract physician with the Kumudini Trust in East Pakistan during the '50s, and then had a private practice in Dacca. Correspondence may be directed to Miss D.G. Torrance, 11 Homington Court, Albany Park Road, Kingston-up-Thames, Surrey, England. ☐

Constance Sturges Wollam, wife of retired Foreign Service officer Park F. Wollam, died, after a long illness on May 21, in Naples, Fla. She accompained her husband on assignments to Cali, La Paz, Puerto la Cruz, Naples, the Department, Santiago, the Naval War College, Port of Spain, Vietnam, and Belize City. In addition to her husband, she is survived by three daughters and one son. The family suggests contributions to the American Foreign Service Association Scholarship Fund. ☐

Mary M. Potter, 89, mother of retired Foreign Service officer Jane M. Potter, died suddenly at her home in Tucson, Ariz., on June 10. Mrs. Potter lived with her daughter in Madrid and Lima, and visited her in Paris, Mexico City and Santo Domingo. She leaves one son, four grandchildren and eight great-grandchildren, in addition to her daughter, who lives at 810 N. Camino Santiago #34, Tucson 85705. ☐

Frances Lamar, mother of Foreign Service officer Jeanne Lamar Puhan, died in Houston, Mo., on July 4 after suffering a stroke. Mrs. Lamar had visited her daughter at posts in Kingston, Budapest and Monterrey. Besides her daughter, of 7549 Spring Lake Drive, Bethesda, Md., 20034, she leaves one son. ☐

Gloria E. Carey, widow of Foreign Service officer Robert V. Carey, who retired in 1975, died on June 27.

She leaves four children, including a daughter, Mary Kleiber, of 5550 Columbia Pike, #375, Arlington, VA 22204. ☐

Otila C. Krausse, widow of Foreign Service officer Henry G. Krausse, who retired in 1956, died on June 18 in Brownsville, Tex. She had accompanied her husband on assignments in Matamoros, Nuevo Laredo, San Luis Potosi, Saltillo, Reynosa, Merida and Vera Cruz. She leaves a son, retired Foreign Service officer Henry G. Krausse Jr., of 1134 Belthair, Brownsville, Tex., 78520, and five grandchildren. ■

BUDAPEST—State Department counselor *Rozanne Ridgway*, right, visits "America Now" exhibit. From left: public affairs officer *G. Michael Eisenstadt;* the special assistant to the counselor, *John King;* political officer *John Tefft; Karlene Knieps Bergold;* Ambassador *Harry E. Bergold Jr.;* exhibit field director *Frank Ursino;* deputy chief of mission Herbert E. Wilgis Jr. ☐

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Ethnic minorities in the world

(Ethnic Americans were treated in the January 1979 NEWSLETTER.)

East Europe and the USSR

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Carrere d'Encausse, Helene. *Decline of an empire: the Soviet Socialist Republics in revolt.* N.Y.: Newsweek Books, 1979. 304p.
(On ethnic groups in the USSR) DK274.C2813

Clissold, Stephen. *Croat separatism: nationalism, dissidence and terrorism.* London: Institute for the Study of Conflict, 1979. 21 p. D839.3.C6 no. 103.

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(Studies of nationalities in the USSR.) DK511.C7F497

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Sawyer, Thomas E. *The Jewish minority in the Soviet Union.* Boulder, Colo: Westview Press, 1979. 353p. DS135.R9S28

Vandys, Vytas Stanley. *The Catholic Church, dissent and nationality in Soviet Lithuania.* New York: Columbia Univ. Press, 1978. 336p. BX1559.LSV36

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Dimbleby, Jonathan. *The Palestinians.* New York: Quartet Books, 1979. 256p. DS119.7.D55

Har-Shefi, Yoella. *Beyond the gunsights: one Arab family in the promised land.* Boston: Houghton-Mifflin, 1980. 226p. DS113.7.H33713

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Katzenstein, Mary Fainsod. *Ethnicity and equality: the Shiv Sena party and preferential policies in Bombay.* Ithaca, N.Y.: Cornell Univ., 1979. 237p. JS7032.K37

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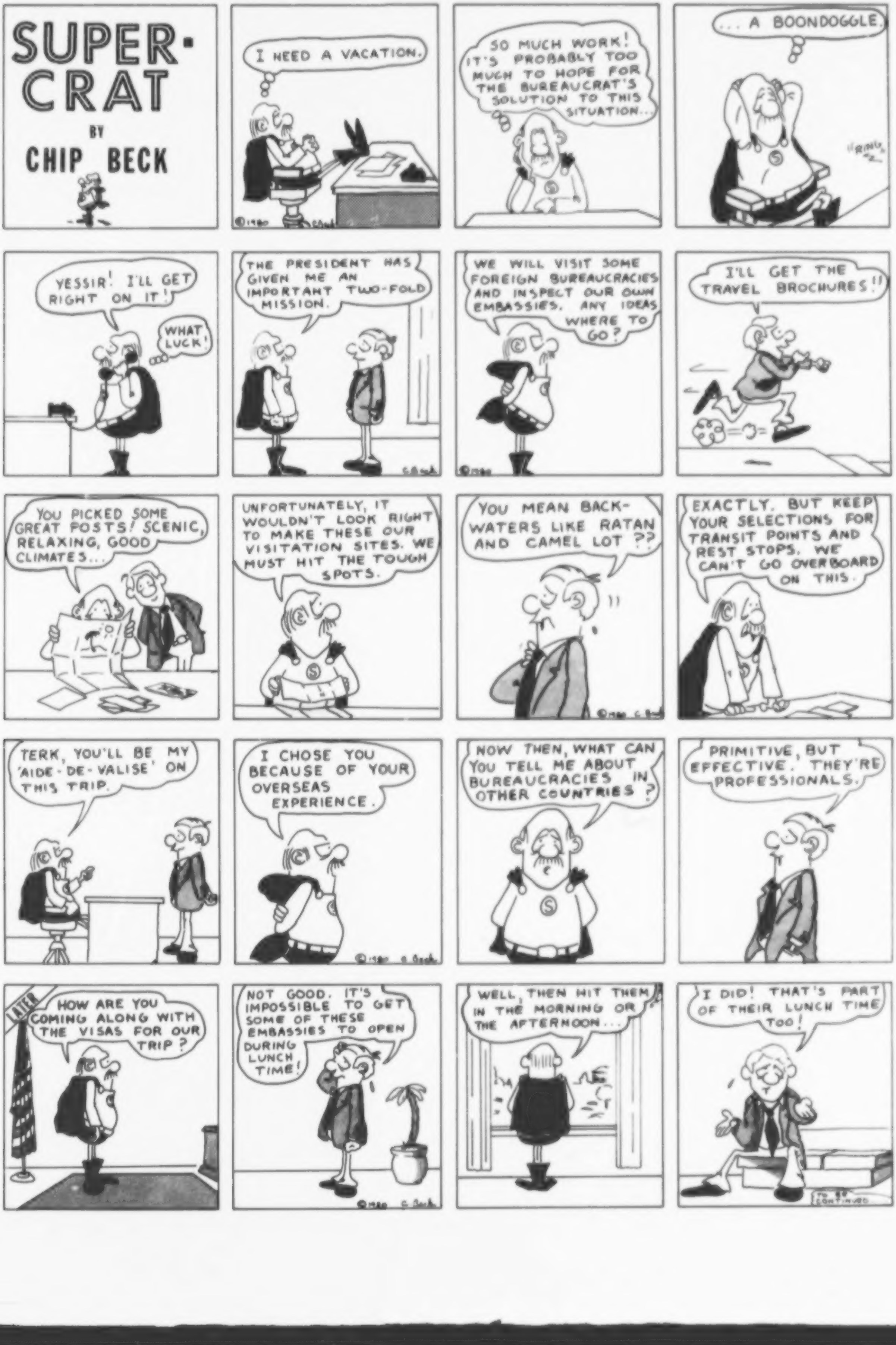
SUPER-CRAT
BY
CHIP BECK
I NEED A VACATION.
©1980 C.Beck
SO MUCH WORK! IT'S PROBABLY TOO MUCH TO HOPE FOR THE BUREAUCRAT'S SOLUTION TO THIS SITUATION...
... A BOONDOGGLE.
RING
YESSIR! I'LL GET RIGHT ON IT!
WHAT LUCK!
THE PRESIDENT HAS GIVEN ME AN IMPORTANT TWO-FOLD MISSION.
C.Beck
WE WILL VISIT SOME FOREIGN BUREAUCRACIES AND INSPECT OUR OWN EMBASSIES. ANY IDEAS WHERE TO GO?
©1980
I'LL GET THE TRAVEL BROCHURES!!
YOU PICKED SOME GREAT POSTS! SCENIC, RELAXING, GOOD CLIMATES...
UNFORTUNATELY, IT WOULDN'T LOOK RIGHT TO MAKE THESE OUR VISITATION SITES. WE MUST HIT THE TOUGH SPOTS.
YOU MEAN BACK-WATERS LIKE RATAN AND CAMEL LOT ??
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EXACTLY. BUT KEEP YOUR SELECTIONS FOR TRANSIT POINTS AND REST STOPS. WE CAN'T GO OVERBOARD ON THIS.
TERK, YOU'LL BE MY 'AIDE-DE-VALISE' ON THIS TRIP.
I CHOSE YOU BECAUSE OF YOUR OVERSEAS EXPERIENCE.
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NOW THEN, WHAT CAN YOU TELL ME ABOUT BUREAUCRACIES IN OTHER COUNTRIES?
PRIMITIVE, BUT EFFECTIVE. THEY'RE PROFESSIONALS.
LATER
HOW ARE YOU COMING ALONG WITH THE VISAS FOR OUR TRIP?
NOT GOOD. IT'S IMPOSSIBLE TO GET SOME OF THESE EMBASSIES TO OPEN DURING LUNCH TIME!
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WELL, THEN HIT THEM IN THE MORNING OR THE AFTERNOON...
I DID! THAT'S PART OF THEIR LUNCH TIME TOO!
TO BE CONTINUED

DEPARTMENT OF STATE, U.S.A.
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Department of State NEWSLETTER

OCTOBER 1980 • NO. 227

LETTERS TO THE EDITOR

We're the greatest!

MOSCOW

DEAR SIR:

My good colleagues in Suva may have the most sun and surf in the Foreign Service. But if their consular district has only four million square miles, then it is not the largest, as is stated in your June "Post of the Month" article. The Moscow consular district, which stretches across 11 time zones, has over 8 million square miles.

Sincerely,
T. DENNIS REECE
Vice consul□

Yet it was true

BELIZE CITY, BELIZE

DEAR SIR:

For your "Transfer Tremors" section.

When I was told where I was being transferred, I couldn't BELIZE it.

Sincerely,
MARY NELL HANKS□

Who? Me?

WASHINGTON

DEAR SIR:

An unpleasant encounter with a cigar-smoker recently brought home to me exactly how meaningless the "No Smoking" signs on the elevators really are. I asked the smoker in question if he knew that "No Smoking" signs had been posted on elevators and he replied in all seriousness that he wasn't smoking. I responded that whether he actively puffed on the cigar was irrelevant—the fact was, his cigar was burning and the smoke was invading the atmosphere of the elevator. As he stepped off the elevator he merely shrugged and muttered something under his breath.

If I hadn't been so angered by this man's boorish and insensitive behavior, I would have been amused by his foolish assertion that he wasn't smoking. It is simply incredible to me that some smokers actually resort to this ludicrous excuse. If tobacco is burning, it produces smoke (a basic law of natural science), and that smoke infiltrates the air of bystanders whether or not the smoker is drawing on it. I fully defend the rights of smokers, but not when their habits endanger the health and safety of others who choose not to smoke. If certain public places are officially designated as no-smoking areas, then smokers who flagrantly disregard such regulations should be held accountable.

Unfortunately, the Department does not seem to provide any avenue for enforcing its own regulations prohibiting smoking, nor is there any means for reprimanding offenders; but the time is long overdue for the Department to put some muscle behind what is currently a meaningless regulation. I suggest the following:

—The Department should establish and enforce a fine against those who violate official no-smoking regulations.

—The Department should initiate and enforce a system for reprimanding offenders, perhaps patterned on the methods for issuing security violations.

—The NEWSLETTER could contribute to this overall effort by reiterating that smoking is prohibited in certain public areas of the Department, and by publicizing the point that burning tobacco falls under the no-smoking prohibition.

Finally, I urge all Department employees to take an active part in discouraging those who continue to smoke on elevators and in other public places where smoking is prohibited. Let's put a stop to this nonsense once and for all.

Sincerely,
REBECCA D. SYMMES
Office of the Inspector General□

Saving on water—I

MARACAIBO, VENEZUELA

DEAR SIR:

We here at AmConsulate Maracaibo were delighted to read Donald Harris' energy-saving suggestions in the July NEWSLETTER. Water conservation has long been a high priority in this consulate. Thanks to splendid cooperation from the city water service, the landlord, and the local plumbers, our building suffers the irritation of running water less than one half hour per day. This energy-saving campaign has been in active operation for more than a year.

As one might well imagine, U.S. Government water bills are virtually nothing at this consulate. Surprisingly, we have discovered a number of other unexpected advantages from our energy conservation program:

1. Less work time is spent by employees in the rest room. There seems to be some correlation be-

—(*Continued on Page 57*)

TRANSFER TREMORS ....by ebp

I was almost transferred to SIERRA LEONE, but I couldn't find a FREE TOWNhouse to rent.

I was almost transferred to LIMA, but when I PERUsed the open assignments list, I couldn't find a job.

I was almost transferred to COTONOU, but it was obvious no one had BEN IN my files to check my preferences. □

Department of State NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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NEWSLETTER

THE COVER—On November 4, barring unforeseen developments, the 52 American hostages in Iran will have been held captive for one year. In the hope that constantly remembering them will help to free them, the NEWSLETTER has tied a yellow ribbon to its masthead—issue after issue. We have magnified the ribbon on this anniversary. (See also the photograph of Secretary Muskie on Page 2.)

He wears a yellow ribbon

SECRETARY MUSKIE has taken to wearing a yellow ribbon on behalf of the 52 U.S. hostages in Iran. It was on his lapel when a reporter noticed it at Mr. Muskie's September 15 news conference. This exchange ensued:

Q—Mr. Secretary, could we close this off with a footnote question? What is the significance of that yellow ribbon in your lapel?

A—It says "free the hostages."

Q—Can we draw anything from that?

A—This was a very useful reminder that was prepared by the committee representing the hostage families and presented to me just this last week with a kiss on both cheeks as a reminder to me. *I wear it every day, and it is a daily reminder to me that this is the first order of business.* □

Vigil for U.S. hostages

A special candlelight vigil marking the first anniversary of the seizure of the American hostages in Iran is to be held across the street from the Iranian embassy at 3005 Massachusetts Avenue N.W., at sunset, Sunday, November 2. Department employees and their families have been invited to show their support for the 52 Americans being held hostage. Participants in the weekly vigils have received letters from families of the hostages, expressing gratitude. □

YELLOW RIBBON is next to his heart as cameraman caught *Secretary Muskie* recently in a contemplative pose. *(Photo by David M. Humphrey, Visual Services)* ■

FOREIGN SERVICE ACT

House, Senate agree on historic legislation

February 15 is effective date for most—but not all—provisions

THE FINAL VERSION of the historic Foreign Service Act of 1980 was approved in both the House and Senate shortly before members of Congress recessed for the election. The Senate acted on September 30, the House on October 1. Differences between a House version of the measure and another in the Senate had been reconciled earlier by a conference committee of the two chambers.

The long-sought legislation, which supplants the basic Foreign Service law adopted in 1946 and amended several times since, was being prepared for transmittal to the White House as the NEWSLETTER went to press. Department observers said they expected the bill to become law soon.

Most of the provisions of the act would go into effect February 15, 1981. The new pay schedule, however, is effective October 5, 1980. It may take an additional pay period or so before paperwork can be completed to pay according to the new schedule. If there is a delay, payments will be retroactive to the effective date.

A new mandatory retirement age of 65 would be in effect immediately, upon signature by the President. Rating cycles will be figured under the new system, so that performance pay for the new Senior Foreign Service (SFS), and merit step increases for all others, can be awarded in fiscal year 1981.

The new act:

—Provides a clear distinction between Foreign Service and Civil Service employment, and eliminates the anomalous "domestic" Foreign Service personnel category.

—Simplifies and rationalizes categories of Foreign Service personnel, and establishes a single Foreign Service salary schedule.

—Makes more uniform the statutory terms and conditions of Foreign Service employment.

—Establishes a Senior Foreign Service (SFS) with rigorous entry, promotion, and retention standards based on performance, and authorizes performance pay for outstanding service.

—Provides a statutory basis for labor-management relations in the Foreign Service, and refines and improves the Foreign Service grievance system.

—Improves interagency coordination among agencies employing Foreign Service personnel—which will now include the Departments of Commerce and Agriculture—and aims at compatibility between the Foreign Service and the Civil Service.

—Provides a number of improvements—many of them family-oriented—in allowances and travel authorities.

—Recognizes the special circumstances inherent in Foreign Service family life.

—Consolidates the various laws relating to Foreign Service personnel which have been enacted outside the framework of the existing Foreign Service Act.

—Lays a strong statutory foundation to enhance equal employment opportunity and affirmative action in the Department.

—Makes provision for retirement and survivor benefits for divorced spouses, and provides an underpinning in law for the activities of the Family Liaison Office.

Following is a summary and analysis of key aspects of the projected Foreign Service Act of 1980:

Foreign Service structure

There will be two basic categories—FSO generalists and FS specialists. The latter supersedes the current FSRU, FSR and FSS groupings. The FSO and FS groups will share one pay plan covering the entire Foreign Service, including staff, specialists and officers. The plan will have nine grades, equivalent to the Civil Service's GS-5 ranking at the bottom, and to GS-15 at the top. Above the FSO/FS-1 level, there will be the Senior Foreign Service (SFS) with three additional levels (see below).

The entry level for FSO candidates normally will be no higher than the FS-5 level (present FSO-7), but can be at the FS-4 (equivalent to the current FSO-6) level, based on the qualifications and experience of the candidate and the needs of the Service. Promotions will be determined through the same procedures as at present, with the numbers of individuals promoted based on a systematic long-term projection of personnel flows and needs, designed to provide a predictable flow of recruitment into the Service, and a regular flow of talent upward through the ranks and into the SFS, as well as effective career development patterns to meet the needs of the Service and of individuals.

Selection boards will make recommendations for: promotions; awards of performance pay (for the SFS); awards of additional step increases, or denials of within-class step increases; offers of or renewals of limited career extensions (for the SFS and top levels of non-SFS categories); and such other matters as the Secretary may prescribe by regulation. All selection boards will include public members, women and members of minority groups.

Maximum time-in-class limitations will be set for career members of the SFS, for FSOs, and for other career members of the Service. This will occur in occupational cetegories designated by the Secretary for those who are at officer-level salary classes (FS-6 and above). In addition, selection-out based on relative performance, as determined by selection boards and upheld by administrative review, is provided for essentially as under the existing law, except that it will apply to the entire Service (with exceptions for current Staff corps members for 10 years or until promoted).

The Secretary, as currently, may also separate any member of the Service "for such cause as will promote the efficiency of the Service." Appropriate procedural safeguards of the employee's rights are outlined in the act.

Senior Foreign Service

The act creates a Senior Foreign Service (SFS), comparable to the general and flag officer ranks of the armed forces and the Senior Executive Service of the Civil Service. The new corps will be built on standards of excellence and controlled as to size by Service needs. Promotions will be based on negotiated performance standards. No more than 5% of the members of the SFS can be noncareer. There will be three grade levels, currently designated as minister, minister-counselor, and counselor, equivalent to the current CM, 1 and 2 classes. Initial appointment to the SFS will be for a fixed number of years (no more than five), with the possibility of limited career extension, probably of three years, according to the recommendations of SFS selection boards, taking into account performance and Service needs.

Admission to the Senior Foreign Service will be through a revised senior threshold procedure, based on the specific needs of the Service and the qualifications of candidates. The bill provides the possibility that candidates will have only a limited number of opportunities to be considered for the Senior Foreign Service, once they opt to be candidates.

The SFS would be "the corps of leaders and experts for the management of the Service and the performance of its functions." Thus it is intended that it be made up of officers with proven competence in dealing both with policy issues and with the management of human and material resources, as well as specialists with needed professional competence. A variety of career tracks can lead to eligibility for selection into the SFS. The Department has said that criteria are presently being worked out, and will then be phased in over a period of years so as not to place those presently at the mid-grades at a disadvantage.

SFS members will be eligible for performance pay bonuses of up to $20,000, as in the Senior Executive Service of the Civil Service.

Foreign Service pay schedule

The President's pay agent (the Office of Management and Budget and the Office of Personnel Management and the Department of Labor) has set the new Foreign Service pay schedule established by the bill. Comparison of the old and new schedules follows. In examining the table below, assume, for example, a person in the "new class" column holding the rank of FS-2. That person will be paid, at Step 1, $36,097, which is the first figure in the "range of pay" column. The $36,097 corresponds, under the "new GS equivalents" column, to what a GS-13 at Step 1 is paid, plus 71% of the difference between that sum and what a GS-14 at Step 1 is paid. The second figure in the "range of pay" column represents the maximum pay at that rank when the 14th step is reached.

The schedule will become effective with the first pay period in fiscal year 1981, which began last October 5. Each grade in the new schedule will have 14 steps, each step 3% higher than the previous one. Step-increase intervals will be annual to Step 10, then every two years for Steps 11 to 14.

Transition to new categories

All current members of the Service below the current FSO/R/RU-3 and FSS-1 level will be automatically converted to the new Foreign Service pay schedule, effective this month.

Current senior officers will have the opportunity to convert to the new Senior Foreign Service if they are worldwide available beginning February 15, 1981. For 120 days thereafter they will be granted membership automatically if they apply. They can continue to apply after that date, until February 15, 1984, but they will be evaluated on the same basis as any new promotee into the Senior Foreign Service in terms of their qualifications. Anyone who does not convert before February 15, 1984, will be required to leave the Service.

Current members of the Foreign Service at any level who are not worldwide available will be required to convert to the Civil Service within three years after February 15, 1981, or else leave the Department. Details on conversion, and mechanisms for resolving cases where it is unclear whether someone is to be converted, will be announced well in advance of the effective date.

Chiefs of mission and ambassadors

The bill reaffirms and strengthens the authority of chiefs of mission over the activities of all agencies at post. Reports are required on the demonstrated competence of nominees to perform the duties of chief of mission in the country where he or she is to serve, and on the foreign language competence of the chief of mission. The latter report is required to be filed within six months of assuming the post.

Individuals may not be granted the personal rank of ambassador without Senate confirmation unless the President notifies the Senate 30 days in advance (although in extraordinary cases there would be the possi-

Current class	New class	Range of pay with 9.1% adjustment	New GS equivalents (At first steps)	Old GS equivalents
FSO/R/RU-3, FSS-1	FS-1	$44,547-50,112*	GS-15.00	GS-14.40
FSO/R/RU-4, FSS-2	FS-2	$36,097-50,112*	GS-13.71	GS-13.00
FSO/R/RU-5, FSS-3	FS-3	$29,249-42,953	GS-12.43	GS-11.76
FSO/R/RU-6, FSS-4	FS-4	$23,701-34,806	GS-11.28	GS-10.38
FSO/R/RU-7, FSS-5	FS-5	$19,205-28,203	GS-9.34	GS-8.54, 9.22
FSO/R/RU-8, FSS-6	FS-6	$17,169-25,213	GS-8.20	GS-7, 8, 10
FSS-7	FS-7	$15,348-22,539	GS-7.10	GS-7.02
FSS-8	FS-8	$13,721-20,150	GS-6.03	GS-5.98
FSS-9, FSS-10	FS-9	$12,266-18,013	GS-5.00	GS-4.97, 4.00

---

*The pay cap of $50,112.50 applies to upper steps.

bility of waiving the 30-day period as long as the Senate is immediately informed).

New or revised allowances

Advance payments of salaries will be made, to make it unnecessary for employees to borrow money to pay for the personal costs of an international transfer, or a sudden departure from a post abroad, that is ordered in the national interest.

Compensatory time off for overtime work will be granted to Foreign Service officers ineligible for overtime pay.

Employees may elect to receive a separate maintenance allowance in lieu of having their families travel to post.

Incentive pay and danger pay are authorized for employees assigned to especially difficult or dangerous posts.

Travel authorities:

- A child may accompany a parent who is medically evacuated from a post abroad.
- A child may visit a parent who does not reside at the post, e.g., in case of divorce.
- Family members may accompany an employee who is detailed to an international conference, or who is at a temporary duty station for an extended period.
- Employees and dependents may travel for necessary dental care from a post with inadequate facilities.
- Employees and dependents may travel for additional rest and recuperation trips from a post of assignment with especially adverse conditions.

Relocation allowances comparable to those given Civil Service employees on assignments to or within the United States, are provided. An employee's spouse who incurs expenses for representational activities could be reimbursed, whether or not the employee attends the function.

Professional development and training:

The bill mandates the establishment of professional development programs to foster career development of all members of the Service. Functional training for spouses of FS employees being assigned abroad is authorized for the first time.

Grants to reimburse family members for expenses incurred in attending training courses to prepare them for life and work abroad would be authorized for the entire period of training. Employees unable to attend Government-sponsored language training would be reimbursed for necessary training at private institutions while assigned abroad.

Family-oriented provisions

The controversial section on divorced spouses was resolved this way:

In cases where a marriage is dissolved by divorce or otherwise, after the effective date of February 15, 1981, a person who was married to an active or retired member for at least 10 years during the member's creditable service will be eligible for a "pro rata share" of the member's retirement, plus survivor benefits, unless a court directs otherwise. "Pro rata share" is proportionate to the years of marriage during the member's service that are creditable under the Foreign Service retirement system.

The bill also makes provision for an active or retired member to make a voluntary election to provide survivor benefits to a former spouse in certain cases where the divorce has already occurred.

The current law, which authorized a court to award any portion of a member's lump-sum payment or retirement annuity to another person as a part of divorce decree, will remain substantially in effect. This will give a previous spouse who does not meet the duration of marriage requirement, or who was divorced prior to the effective date, standing to seek relief under this provision.

The bill also gives legal sanction to the Family Liaison Office, as an entity to carry out career counseling of dependents and to address other family concerns. There is language in the bill pertaining to facilitation of employment of spouses of members of the Foreign Service, through maintenance by the office of a skills bank. The legislation authorizes orientation, language and functional training for Foreign Service dependents. It provides the new and improved allowances cited above.

Labor-management relations

The bill continues the present arrangement of a single agencywide bargaining unit, and the inclusion in that unit of many employees who serve as supervisors. A new Foreign Service Labor Relations Board is established as an entity under the Federal Labor Relations Authority, to manage this new statutory program.

The Foreign Service Impasse Disputes Panel, as constituted under Executive Order 11636, is continued, but with authority to make final and binding decisions on negotiation impasses. The general counsel of the Federal Labor Relations Authority assumes newly-created functions as the independent third party for investigation and prosecution of unfair labor practice charges. The employee representative and management are to negotiate mechanisms for resolving differences, and these mechanisms would have to include provision for appeal to the Foreign Service Grievance Board. The grievance board is authorized by the bill to resolve disputes over implementation of collective bargaining agreements not otherwise settled under negotiated procedures.

Grievance provisions

The bill's grievance provisions essentially follow those of existing legislation. A grievant is permitted to select a representative of his or her choosing, or to represent himself or herself at every stage of the proceedings, both in the Department phase and before the Foreign Service Grievance Board.

If a grievant finds the Department resolution unsatisfactory, he or she may file with the Foreign Service Grievance Board. However, if the grievant is a member of the Department bargaining unit, the exclusive labor organization has a right to be present during the grievance proceedings and to present its views. Deleted from existing legislation is the authority of the Secretary to reject a recommendation of the grievance board on grounds that the recommendation would substantially impair the efficiency of the Service. ■

Give to the Combined Federal Campaign. □

NEWS HIGHLIGHTS

11 State employees win Civil Service's high cash bonuses

Eleven Civil Service employees have become the Department's first members of the Senior Executive Service to receive cash bonuses and performance awards for their work in the past year. Secretary Muskie presented the awards in his office on September 19. Similar bonuses will be available to members of the Senior Foreign Service under the new Foreign Service Act that cleared Congress this month.

Ambassador George Aldrich, deputy special representative of the President for the Law of the Sea Conference, was the only Department employee to win the rank of distinguished executive, which includes a $20,000 cash award. He is now one of 49 Government employees to hold that rank.

James Michel, deputy legal adviser, and Joseph Friedkin, U.S. commissioner on the International Boundary and Water Commission, were awarded the rank of meritorious executive and cash prizes of $10,000 each.

The remaining eight employees, chosen from the Department's 36 eligible Senior Executive Service employees, received performance bonuses ranging from $4,000 to $10,000. The employees, with their approximate awards, are: Ronald Bettauer, assistant legal adviser, nuclear affairs—$6,000; Richard Curl, director, Office of Resources Policy, Bureau of Intelligence and Research—$10,000; Mark Feldman, deputy legal adviser—$10,000; Roger Feldman, comptroller—$6,000; Charles Henkin, deputy director, Office of Disarmament and Arms Control, Bureau of Politico-Military Affairs—$4,000; Michael Kozak, assistant legal adviser, inter-American affairs—$6,000; Jenonne Walker, member, Policy Planning Staff—$5,000; and Franklin Willis, assistant legal adviser, economic and business affairs—$6,000.

These special ranks and cash awards are two major features of the Senior Executive Service, established under the Civil Service Reform Act of 1978. Although Senior Executive Service employees can win monetary rewards for good performance, it was pointed out that they can also lose their jobs through poor performance. Awards of the ranks of distinguished executive and meritorious executive by the President are recommended to him by the Office of Personnel Management, based on agency nominations. About half of all nominees received the special ranks in 1980. The performance bonuses, awarded on the agency level, are limited to 25% of an agency's Senior Executive Service positions. Office of Personnel Management regulations further limit the number and size of bonuses paid. □

SENIOR EXECUTIVE SERVICE—Employees who received cash bonuses are congratulated by *Secretary Muskie*. From left: *Joseph Friedkin, James Michel, Ronald Bettauer, George Aldrich, Michael Kozak,* Mr. Muskie, *Roger Feldman, Mark Feldman, Jenonne Walker, Charles Henkin, Richard Curl, Franklin Willis. (Photo by David M. Humphrey, Visual Services)*□

Embassy in San Salvador is blasted by rockets

SAN SALVADOR—The U.S. embassy here was attacked for the third time in less than a year on September 16 at approximately 1 p.m. Two rocket-propelled grenades were fired from a distance of about 150 yards and caused severe damage to a third-floor office and the roof of the chancery. No U.S. or foreign national personnel were injured. U.S. Marines went on the alert, and the Salvadoran National Guard was reinforced with additional troops in a matter of minutes. Combat-inured embassy employees immediately evacuated their offices and headed for "safe areas" away from windows. Reactions of some embassy employees who were in the building during the attack follow:

WILLIAM HALLMAN, chief of political section: "This was my first day here. What a disagreeable way to begin a new assignment! I was in the snack bar when the rockets hit, halfway through my cheeseburger and milkshake. I grabbed my plate and glass and finished eating in the hallway."

EMILY GRIZZARD, secretary to the deputy chief of mission: "I was on the way downstairs when, just as the third-floor door closed behind me, I heard a loud, close explosion. I stopped abruptly, my first thought being that a bomb had exploded inside the building. Seconds later there was another, louder, explosion. I could see a cloud of smoke in the courtyard and also the debris from the wall where a missile had entered. At this point the floor warden, Brenda Jannuzzi, directed me to the third-floor "safe" room and thence to the ground floor."

ROBERT STEELE, political officer: "I was in my office on the third floor, about 30 feet from the room which the rocket destroyed. I saw glass and gray dust all over the corridor and the exit hole of the rocket, about a foot in diameter. I hastily started putting away papers (very difficult from a crouch position, which leaves you eye-level with the door knob). The assembly orders came through quickly, and we all gathered on the opposite side of the building on the second floor. Everyone seemed to take the attack as matter of fact."

MARY DANIEL, consul: "Two other consular officers were with me at the time of the explosions, Pat Lasbury, head of the immigrant visa unit, and Connie Raush, a TDY officer from Panama. Connie had come here following a most unfortunate incident when our vice consul in charge of nonimmigrant visas, Brian C. J. Woo, was accidentally shot in the heel by Salvadoran security forces and had to be evacuated. With such an ominous precedent we were naturally concerned that nothing go wrong while Connie was here. As she began her third week with us and we were marveling over our good luck, the unpredictable hit. No matter how many bombs one may have heard at night and how immune to them you think you have become, there is no greater shock than hearing an explosion go off nearby at midday. Instinctively we scurried about, moved people out of the area and, together with Connie, collected all our seals and plates to lock them up. I remember what seemed to have been an eternity before I realized that I was trying to open one safe using the combination of the other."

JERROLD MARK DION, deputy chief of mission: "It was about 1 when a phone call came through for the ambassador from the New York Times correspondent for Central America, Alan Riding, who is stationed in Mexico City. Told the ambassador was having lunch at the residence, he asked to speak with me. I abandoned my half-finished Big Mac on the coffee table and began giving Alan an upbeat account of progress in El Salvador. He was almost ready to accept my estimate when our conversation was interrupted by a gigantic blast. I told Alan to call back but, before I could hang up, another tremendous explosion shook the building. By the time I put down the phone and started into the adjoining office of the DCM's and ambassador's secretaries, smoke and plaster dust was wafting across Becky Davis's desk and she was gesturing toward a gaping hole the size of a pie plate, in the wall of the corridor just outside her door. Becky secured the office while I called Security, the ambassador and Washington.

NEAL BRAKE, communications: "After our three-day weekend, Rudy Jojola and I were in high gear all morning long. About 1 p.m. we took a short break. Little did we realize how short it would be. The first blast was frightening. We immediately prepared for emergency destruction." □

Ambassador Dean eludes assassins near Beirut

Ambassador to Lebanon John Gunther Dean escaped unhurt near Beirut on August 27 when would-be assassins attacked him and two others with rocket grenades and machine-gun fire. No one was injured.

Mr. Dean

The shooting recalled the deaths of Ambassador Francis E. Meloy Jr., economic counselor Robert O. Waring and Foreign Service national employee Zohair Moghrabi, their Lebanese chauffeur-bodyguard, who were ambushed and killed on their way to a meeting with Lebanese President-elect Elias Sarkis on June 16, 1976.

Police sources said Mr. Dean was en route in a motorcade from his residence to a dinner. He apparently was followed by the gunmen. There was no indication who they were.

At a news conference on August 28, the Department spokesman said: "We strongly condemn the cowardly attack on Ambassador Dean's life yesterday near Beirut, and we are, of course, happy that he escaped unharmed, along with his family and his American and Lebanese escorts who were with him at the time . . . Our policy toward Lebanon, of course, will not change." □

Buy U.S. savings bonds regularly on the Payroll Savings Plan. □

An Army National Guard sky-crane lowers two control cabinets and a generator—over 25,000 pounds of equipment—onto the lower roof of the Department building. The equipment was too heavy to be delivered by other means. □

Brzezinski to speak at Open Forum; Rusk was August speaker

Zbigniew Brzezinski, assistant to the President for national security affairs, is slated to address the Secretary's Open Forum in November, on a date to be announced. Speakers this month include Ambassador (Ret.) U. Alexis Johnson, October 22, and Kenneth Towsey, former Rhodesia and Zimbabwe representative in Washington, October 29.

Former Secretary Dean Rusk spoke on "Partisan Politics and Foreign Policy," at a meeting in the Dean Acheson Auditorium on August 22. Mr. Rusk, the founder of the Secretary's Open Forum, received a standing ovation from the members. He met with Secretary Muskie before his talk.

Other recent speakers included Manuel Rocha, of the Inter-American Foundation, who discussed the topic, "Mexico: Will It Become Another Iran?"; former Ambassador Richard Davies, U.S. envoy to Poland, 1973–78, who reviewed the Polish crisis and was critical of the U.S. Government's handling of it; Prof. Richard Pipes, of Harvard, one of Governor Ronald Reagan's foreign policy advisers, who spoke on "Soviet Policy Under a Reagan Administration"; Ambassador Victor H. Palmieri, coordinator for refugee affairs, "The United States as a Country of First Asylum: Is the Statue of Liberty Obsolete?"; and Harold H. Saunders, assistant secretary for Near Eastern and South Asian affairs, who discussed the situation in the Middle East.

The Open Forum Journal has appeared in a special issue on foreign affairs organization. Contributors include Ambassador Richard Parker, faculty adviser, Air University, Maxwell Air Force Base, Ala., and Ambassador Robert M. Sayre, U.S. envoy to Brazil. Ambassador Michael J. Mansfield, U.S. envoy to Japan, sponsored a special Open Forum working group in his embassy to draft and contribute one of the articles. "We would welcome such contributions from other embassies, for publication in the journal," said Open Forum chairman George Dragnich. Copies of the special issue may be obtained from the Open Forum office, Room 7419. ■

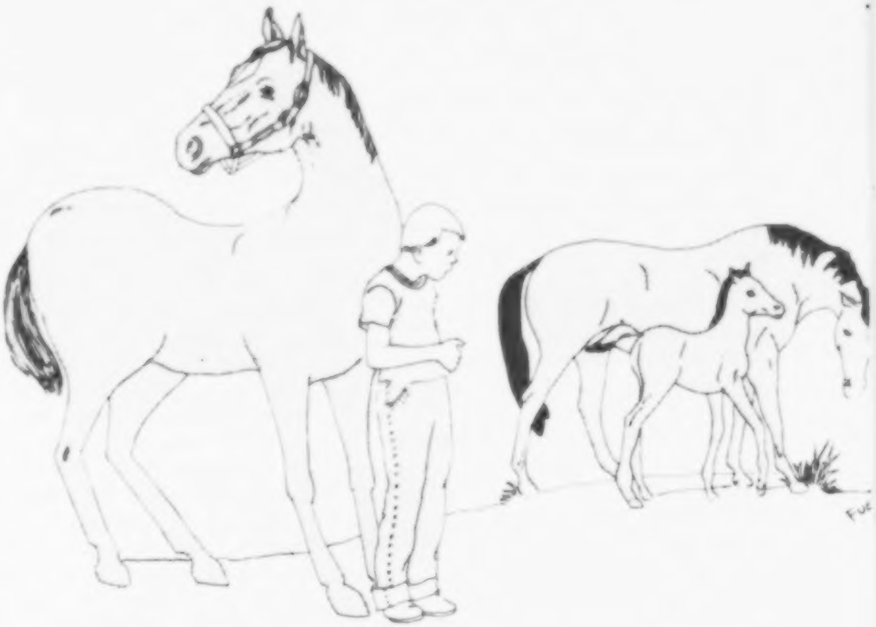
Former Secretary *Dean Rusk*, right, with Open Forum chairman *George Dragnich*. *(Photo by Glenn E. Hall, Visual Services)* □

Pony in a package

(plus 2 dog stories)

By Louis C. Nolan

The author, a Foreign Service economic officer, retired in 1961. His summer residence is in Little Switzerland, N.C.



SOME YEARS AGO when I was assigned to Embassy Panama, and my son David was 8 to 10 years old, we were living in a Spanish-style house with a fair-sized grassy yard. It was in a comparatively new and sparsely-populated section of Panama City, close to the Golf and Country Club. On the lots where no houses stood, wild grass grew in tropical abundance. Early on, we learned that many children in the neighborhood owned a horse or pony. Unencumbered by the likes of stalls and barns, these animals roamed freely around the neighborhood by day and night, grazing on the plentiful supply of grass. This was their only source of food, as their owners never fed them.

With his new friends all having a horse or a pony, David soon made known his desire for one. Fortunately, we learned that an American family in the Canal Zone was returning to the States and had a mare for sale. I went to the Zone to see the animal, found her suitable for David's needs, and bought her. She was promptly taken to our house. David was pleased with her and named her Missy. She became a member of our family.

Now it just happened that the other children's horses and ponies were all male; they soon found out about Missy and demonstrated their interest in her. The most persistent one was a pony named Star. He was owned by Renny Woodruff, one of David's new friends, who lived in a house just behind us on a parallel street. (Renny's dad was an American businessman.)

Star soon noted that Missy was being tied to a tree in our backyard every night; he began regular visits to her. These visits always evoked loud screams from Missy, and noisy ground-pawing and neighing. My wife, Evelyn, and I were always awakened; so I began habitually to call Renny's father and to ask him to please come and get Star. He always came promptly, and soon he began to tie up Star at night—for his convenience and ours. This did no good, however. Star's interest in Missy was not to be thwarted by a mere piece of rope. The nightly visits continued.

The inevitable eventually occurred. When Evelyn and I discovered that Missy was "expecting," we explained to David and forbade further riding and jumping.

This is another article in what has become a NEWSLETTER series on strange animals encountered in the Foreign Service. All employees are eligible to contribute. Cable or mail your story, with illustrations if possible, to Editor, DGP/PA, Room 4515. If you have a query, telephone (202) 632-2019.☐

Early one Sunday morning, we were abruptly awakened by the uninterrupted ringing of our telephone. Upon reaching the phone, I heard the excited voice of a Panamanian woman who lived a half block down the street from us. "Come down here at once," she screeched. "Your horse is having a colt in my front yard!"

I woke David immediately and told him to dress quickly while I did the same thing. We ran to the neighbor's yard. Much to our surprise, we found most of the other neighborhood people there, avidly watching the already far-advanced show. (How they all had received the information and arrived on the scene before us, so quickly, we never learned.)

The newly-born colt was already lying on the ground surrounded by the membrane in which he was born, kicking wildly to free himself. Soon he managed to kick one foot free; thereafter he kicked the others free, one by one. Then he placed one foot on the ground, timorously testing his weight on it to see whether it would hold him up; then another, until he finally stood erect on all four, shaking and wobbling in his new-born weakness. He stood in his first position until he stopped shaking and felt confident he was not going to topple over. Then he took his first steps slowly, one at a time. Once he was sure of his ability to move around without falling, he ambled slowly around his mother, apparently glad to be alive and taking in the sights about him.

As soon as it was all over, David tore out home to tell his mother what had happened. "Mama," he told her, "The little colt came all done up in cellophane!"

In a letter to her father back in the States, Evelyn reported the event, adding: "At our house we have skipped the birds and the bees and have started out with horses."

* * * * *

THE STORY of our Panamanian adopted dog began and unfolded almost simultaneously with that about Missy.

One Saturday morning when I did not have to go to the office, our family was leisurely enjoying a late breakfast. Suddenly, we heard a sharp noise—scratching on our front door. Before the rest of us could hardly move, David was up and running to the door. On opening it, he stood silently for a moment in surprise. Then he called to us: "Come here!"

Upon reaching the door we saw a large German police dog looking up at us sorrowfully, telling us with his appealing eyes that he needed and wanted our help. He was little more than a bag of bones and hunks of hair. Most of his fur had been eaten away by what appeared to be a bad case of mange. His droopy, dejected appearance also suggested that something more was wrong than was meeting the naked eye. Before any of us spoke, each knew automatically that we were going to adopt him and save him if we could.

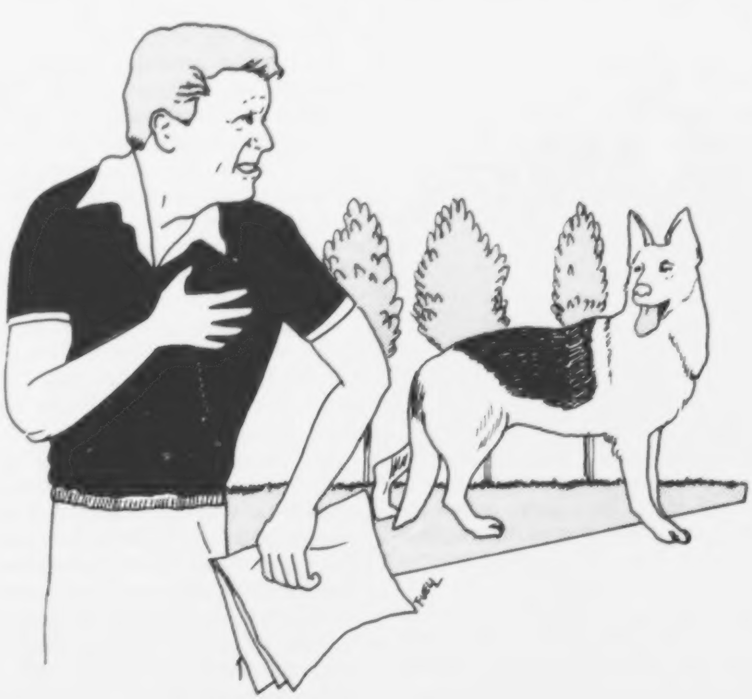
The first question that arose in our minds, however, was what we should name him. David was first with his suggestion. "Daddy," he said, "we went to the front door and found that he already had *arrived*, so let's name him Llegado (the Spanish word for arrived)." Neither Evelyn nor I had a better suggestion, so "Llegado" he became.

That question having been settled, the important thing was to get him to a good veterinarian quickly. Knowing there was one in the Canal Zone, I jumped into the car with Llegado and off we went. Evelyn and I expected that the vet would give Llegado one glance and say that the only thing to do was to put him to sleep. We didn't want David to be exposed to that sort of thing. Nor did Evelyn herself want to witness it. So off I went alone. (In the excitement over the dog, we had forgotten all about finishing our breakfast.)

Luckily, I found the vet's office without much trouble, and he was able to see us at once. The dog, he concluded after an examination, was suffering from a lack of food, malnutrition, a bad case of the mange and, worst of all, from heart worms. Plenty of good food, daily baths in a tub filled with a medicated solution for his mange, and regular injections of a prescribed dose of arsenic for the heartworms were all the treatment Llegado needed. However, the vet pointed out, the heartworms resulted from infected mosquitoes which had bitten him, mostly at night; they could be *controlled* with the arsenic *if* the dog was kept in the house every night, away from the mosquitoes. Eventually, however, he said, either the arsenic or the heartworms would get him, as the arsenic was damaging to his kidneys and the worms to his heart.

So there it was. I would tell Evelyn and David what the vet had said as soon as I reached home.

Within a few weeks thereafter, Llegado changed into a happy, contented, apparently healthy dog. All of us came to love and appreciate him as a valued member of the family. Regularly, every night before retiring, however, if the dog was not already inside the house, I went out into the street and called out for him "Llegado, Llegado, Llegado" until



he came; then I took him into the house as the vet had directed, to keep the night mosquitoes away from him.

A year or so later, I was out walking one afternoon and happened to pass the house of a Panamanian neighbor. We were meeting for the first time; I stopped for a chat. While we were talking, Llegado came up to me and I called him by his name. The Panamanian was apparently stricken dumb for a few moments. Then, recovering from his shock sufficiently well to speak, he asked: "Señor, did you call that dog Llegado!"

"Yes," I answered, and explained how he had come by his name.

"Well," he replied, obviously surprised and relieved. "That explains something that has been puzzling me and my wife for a long time. We had supposed that you were coming home at night *intoxicated*, and that you were out in the street loudly announcing: 'Arrived! Arrived! Arrived!'"

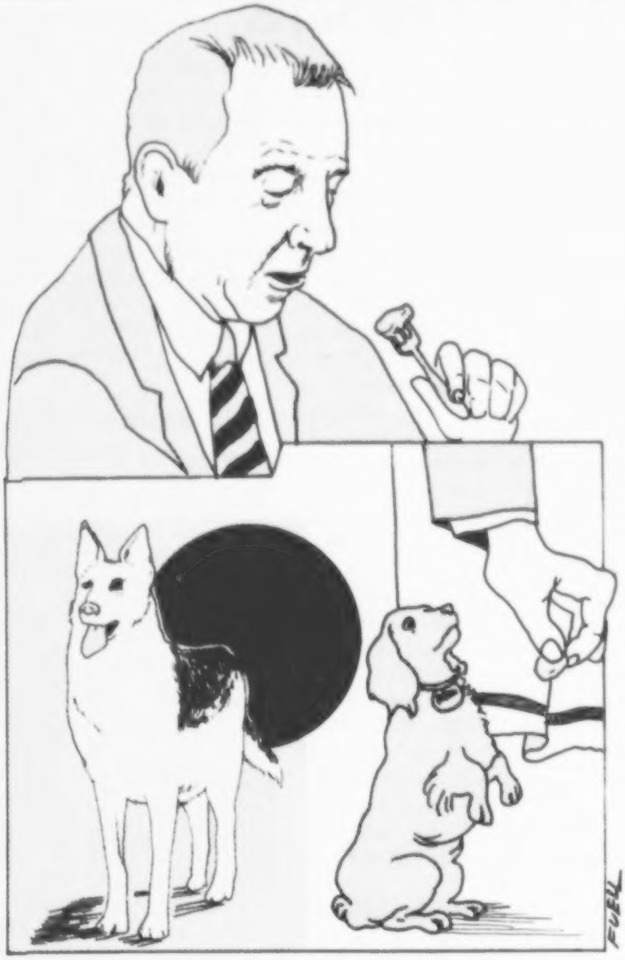
* * * * *

THERE IS ALSO a story about another dog of ours or, more accurately put, about an ambassador and another dog.

Archer was an old black cocker spaniel that we had bought in Washington as a puppy. (Fortunately, he displayed no anger or animosity when Llegado had arrived on the scene.) As an "only child," Archer had been badly spoiled during his early years. Without any objections from Evelyn or me, he had formed the habit of sitting under the dining room table at mealtime, where he frequently received choice tidbits from one or another member of the family.

On occasions when there were important guests for dinner, he was relegated to a closed-up bedroom to avoid general embarrassment. At just such an important time during an official visit of a Foreign Service inspector, a formal dinner was in progress. At one end of the extended dinner table, I was absorbed in conversation with guests close to me. At the other end Evelyn sat, the ambassador at her right, the inspector at her left. All seemed to be going well when Evelyn suddenly noticed that the ambassador was alternating between lifting a fork of meat to his mouth, and then, after cutting another morsel, picking it up in his fingers and disposing of it under the table. In horror, Evelyn thought: "Is it so tough that he can't eat it?"

Then the light dawned on Evelyn. Surreptitiously lifting a corner of the tablecloth and peering into the darkness underneath, she could see Archer sitting at the ambassador's feet, eating. Not aware that his activities had been discovered, the warmhearted ambassador continued slyly to feed Archer until all his meat was gone. (The ambassador was the late John Cooper Wiley.) ■



Open the door—It's Eudora!

(Reprinted from the Tel Aviv Star, U.S. embassy newsletter)

TCU's mascot, Eudora the Roach, may be seen running around the building from time to time. Eudora has several blemishes on her third left leg and is uncommonly friendly for a roach. Please watch where you step. She has been injured recently and may be recognized by her pronounced limp. Anyone who cares to contribute to the care and feeding of Eudora should collect bread crumbs and leave them by TCU's door on the fifth floor. Thank you . . . Eudora was last seen pushing a perambulator full of little ones, heading for the Snack Bar. □

APPOINTMENTS

Meehan is named to Polish post

President Carter has nominated Francis J. Meehan, U.S. ambassador to the Czechoslovak Socialist Republic since 1979, as the new ambassador to Poland. He would succeed William E. Schaufele Jr.

Mr. Meehan

Mr. Meehan entered Government service in 1948 as an administrative assistant in the Economic Cooperation Administration. In 1951 he joined the Foreign Service, and was assigned as an information specialist in Frankfort. He later was information officer in Hamburg, 1952-53; political officer, U.S. mission to NATO, Paris, 1953-56; intelligence research specialist in the Department, 1957-59; political officer in Moscow, 1959-61; and economic officer, then political officer, in Berlin, 1961-66.

He returned to Washington in 1966 to become director of the Department's Operation Center. The following year he was named deputy executive secretary of the Department. Mr. Meehan was then assigned, in 1968, as deputy chief of mission in Budapest. In recent years he has served as counselor for political affairs, Bonn, 1972-75; and deputy chief of mission in Vienna, 1975-77, and in Bonn, 1977-79.

Born in East Orange, N.J., on February 14, 1924, Mr. Meehan received a master's from the University of Glasgow in 1945, and a master's in public administration from Harvard in 1957. He served with the Army, 1945-47. He is a member of the American Foreign Service Association. He is married to the former Margaret Kearns; they have three daughters and a son.□

St. Lucia ambassadorship

President Carter has nominated Sally Angela Shelton to her fourth ambassadorship—the post in St. Lucia. Ms. Shelton has been the U.S. ambassador to Barbados, Grenada and the Commonwealth of Dominica since 1979. Currently, she is minister to St. Lucia, and U.S. special representative to the states of Antigua, St. Christopher-Nevis-Anguilla, and St. Vincent.□

Shlaudeman is named envoy to Argentina

President Carter has nominated Harry W. Shlaudeman, U.S. ambassador to Peru since 1977 and a former assistant secretary for inter-American affairs, as the new ambassador to Argentina. He would succeed Raul H. Castro in Buenos Aires.

Mr. Shlaudeman

Mr. Shlaudeman joined the Foreign Service in 1954 and was assigned as consular officer in Barranquilla, Colombia. From 1956 to 1958 he was political officer in Bogota. After taking Bulgarian language and area training at the Foreign Service Institute, he was named consular officer in Sofia, where he served from 1959 to 1962. Then followed assignments as political officer, Santo Domingo, 1962-63; chief of Dominican affairs in the Department, 1963-65; and assistant director, Office of Caribbean Affairs, 1965-66. After a year's study at the Senior Seminar in Foreign Policy, Mr. Shlaudeman became special assistant to Secretary Dean Rusk in 1967.

He later served as deputy chief of mission, Santiago, 1969-73; deputy assistant secretary for inter-American affairs, 1973-75; ambassador to Venezuela, 1975-76; and assistant secretary, 1976-77. He was promoted to the rank of career minister, the second highest in the Foreign Service, in 1977.

Born in Los Angeles on May 17, 1926, Mr. Shlaudeman received a bachelor's from Stanford in 1952. From 1944 to 1946 he served in the Marine Corps, and from 1950 to 1954 he was in private industry. He won the Department's Distinguished Honor Award in 1966. He is married to the former Carol Dickey; they have two sons and a daughter.□

Boyatt is headed for Bogota

Thomas D. Boyatt, ambassador to the Republic of Upper Volta since 1978, is the choice to become the new ambassador to Colombia, the White House has announced. He would succeed Diego C. Asencio, who has become assistant secretary for consular affairs in the Department.

Mr. Boyatt

Mr. Boyatt joined the Foreign Service in 1960 and was assigned as acting principal officer in Antofagasta, Chile. Two years later he was detailed to the Treasury Department as staff assistant to the under secretary for monetary affairs. He later was economic officer, Luxembourg, 1964-66; a student at the Foreign Service Institute, where he studied the Greek language, 1966-67; and political officer, Nicosia, 1967-67. From 1970 to 1971 he was special assistant to the assistant secretary for Near Eastern and South Asian affairs, and from 1972 to 1974 he was country director for Cyprus. After a year's study at the Senior Seminar in Foreign Policy, Mr. Boyatt was assigned as deputy chief of mission, Santiago, in 1975. Three years later he was appointed to the post in Ouagadougou.

Born in Cincinnati on March 4, 1933, Mr. Boyatt received a bachelor's from Princeton in 1955, and a master's from the Fletcher School of Law and Diplomacy in 1956. He was a first lieutenant in the Air Force, 1956-59. He has won the

Department's Meritorious Honor Award, 1969; the William R. Rivkin Award for "intellectual courage, creativity, and disciplined dissent" in connection with the Cyprus problem, 1970; and the Christian A. Herter Award for "extraordinary contributions to the practice of diplomacy," 1977.

He was elected vice president of the American Foreign Service Association in 1971, and president in 1973. He is a member of the Quadrangle Club and the Princeton Club of New York, and the author of several articles in the Foreign Service Journal. He is married to the former Maxine Shearwood; they have two sons and a daughter.☐

Carter chooses Corr for post in Peru

Edwin Gharst Corr, deputy assistant secretary for international narcotics matters, is slated to be the new U.S. ambassador to Peru, the White House has announced. He would succeed Harry W. Shlaudeman in Lima.

Mr. Corr

Joining the Foreign Service in 1961, Mr. Corr was first assigned to the Department and then to Mexico City, where he served as administrative assistant to the ambassador, 1962–66. From 1966 to 1968 he was associate representative of the Peace Corps in Cali, Colombia. After attending the University of Texas, where he took Latin American area studies, 1968–69, Mr. Corr became an international relations officer in the Bureau of Inter-American Affairs. In 1971 he was assigned as program officer, Inter-American Social Development Institute, and the following year he became political officer in Bangkok. In recent years Mr. Corr was counselor for political affairs, Quito, 1975–76; deputy chief of mission, Quito, 1976–78; and international relations officer, Bureau of International Narcotics Matters, 1978–79. He became deputy assistant secretary last year.

Born in Edmond, Okla., on August 6, 1934, Mr. Corr received a bachelor-of-science degree in 1957, and a master's in 1961—both from the University of Oklahoma. He served in the Marine Corps, 1957–60, and was a teaching assistant at his alma mater for a year before he joined the Foreign Service. He is a member of the American Foreign Service Association, Rotary International and Omicorn Delta Kappa, a national leadership society. He is married to the former Susanne Springer; they have three daughters.☐

Burroughs of EEO: envoy to Malawi

President Carter has nominated John A. Burroughs Jr., since 1977 deputy assistant secretary for equal employment opportunity, as the new U.S. ambassador to the Republic of Malawi. He would succeed Harold E. Horan in Lilongwe.

Mr. Burroughs

Mr. Burroughs joined the Department in 1960 as a passport examiner in the Passport Office. Three years later he became assistant chief of the office's special services branch. In 1964 he was appointed administrative assistant in the Bureau of Economic and Business Affairs, and in 1966 he transferred to the Department of the Navy to become an employee relations specialist. Mr. Burroughs then served as special assistant for equal opportunity to the assistant secretary of the Navy. He returned to the Department in 1977 to become deputy assistant secretary, under the under secretary for management.

Born in Washington, D.C., on July 31, 1936, Mr. Burroughs received a bachelor's from the University of Iowa in 1959. He also completed graduate studies in government at George Washington University in 1952, and was awarded a fellowship to attend the executive program at Stanford in 1974. After graduating from Iowa, he taught social science in the District of Columbia public schools before joining the Department.

Mr. Burroughs received the Navy's Superior Civilian Service Award in 1977. Secretary Muskie presented him the Department's Superior Honor Award on September 3, for his achievements with respect to the Department's affirmative action hiring programs. During his tenure, members of minority groups who are officers in the Foreign Service rose from 4.3% in 1977, to approximately 10% today. Mr. Burroughs also was cited for his role in establishing the Department's upward mobility program, and for helping enlist national black and Hispanic leaders to assist with State's recruitment programs.

A famed athlete, he was a star tackle at the University of Iowa, played in two Rose Bowl games, and later was drafted by the Philadelphia Eagles. He is a member of Kappa Alphi Psi fraternity and the author of several articles on equal employment opportunity. He also has been affiliated with the National Association for the Advancement of Colored People, the Black Naval Officers Association, TransAfrica, and the Thursday Luncheon Group—an organization of blacks in foreign affairs agencies. He is married to the former Audrey C. Shields.☐

Simcox is slated for Mozambique

David E. Simcox, deputy director of management operations since 1979, is slated to be the new U.S. ambassador to the People's Republic of Mozambique, the White House has announced. He would succeed William A. De Pree.

Mr. Simcox

Mr. Simcox joined the Foreign Service in 1956 and was assigned to the Department. The following year he became a consular officer in Mexico City. After a three-year tour, he returned to Washington as a foreign affairs officer, and later was assigned as a labor trainee. He then served as political officer, Panama, 1962-65; principal officer, David, 1965-66; political officer, Santo Domingo, 1966-67; and labor and political officer, Accra, 1967-69. In 1969 Mr. Simcox was assigned as a personnel officer in the Department.

He was a student at the National War College, 1971-72. Following his studies there, he became political officer in Madrid. In recent years he was counselor for political affairs, Brasilia, 1975-77; and director of Mexican affairs, 1977-79.

Born in Frankfort on November 25, 1932, Mr. Simcox received a bachelor's from the University of Kentucky in 1956, and a master's from American University in 1971. He served in the Marine Corps, 1952-54, and was employed with the Kentucky Concrete Pipe Co. in Lexington, 1955-56. He is a member of the American Foreign Service Association, American Federation of Government Employees, Common Cause and the American Civil Liberties Union.

Mr. Simcox is married to the former Dorothy Thompson; they have three sons and a daughter.☐

F.E. Rondon is named envoy to Madagascar

President Carter has nominated Fernando E. Rondon, deputy chief of mission in Tegucigalpa since 1978, as the new U.S. ambassador to the Democratic Republic of Madagascar. The post in Antananarivo had been vacant for some months.

Joining the Foreign Service in 1961, Mr. Rondon was assigned first in Washington and then as vice consul in Tehran. From 1963 to 1964 he took French language training at the Foreign Service Institute, and from 1965 to 1966 Arabic language training in Tangier. He then held assignments as principal officer in Constantine, 1966-67; consular officer in Algiers, 1967-68; and political officer in Antananarivo, 1968-70. He returned to Washington in 1970 to become a staff member of the National Security Council, on detail from the Department. In recent years he served as political officer in Lima, 1973-75; student at the National War College, 1975-76; and alternate director, Office of East Coast Affairs, Bureau of Inter-American Affairs, 1976-78.

Mr. Rondon

Born in Los Angeles on May 6, 1936, Mr. Rondon received a bachelor's from the University of California at Berkeley in 1960. He is a member of the American Foreign Service Association and the National War College Alumni Association. He won the Department's Meritorious Honor Award in 1974. He is married to the former Marian Hand; they have two sons and a daughter.☐

Woodruff: Central African Republic

President Carter has nominated Arthur H. Woodruff, deputy director, Office of Foreign Service Career Development and Assignments, as the new U.S. ambassador to the Central African Republic. He would succeed Goodwin Cooke.

Joining the Foreign Service in 1955, Mr. Woodruff was assigned as a consular officer in Casablanca. From 1957 to 1960 he was a consular officer, then political officer, in Lubumbashi. He returned to Washington in 1960 to become an international relations officer, then personnel placement specialist, serving until 1963. Assigned as a political officer in London in 1963, he held that post for five years. In 1968 he became political-military officer in the U.S. mission to NATO, in Paris. From 1973 to 1974 he was on detail to the Canadian Defense College.

Mr. Woodruff

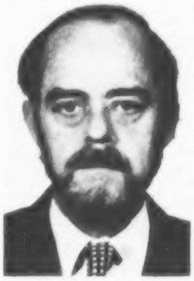
Mr. Woodruff became international relations officer, and later deputy director of the Office of Policy Planning, Public and Congressional Affairs, 1974-77. He was a member of the Board of Examiners for the Foreign Service, 1977-78. He was given the assignments post in the latter year.

Mr. Woodruff was born in Philadelphia on November 26, 1928. He received a bachelor's from Harvard in 1950, and a master's in public administration, also from Harvard, in 1960. From 1950 to 1952 he served in the Marine Corps. He is married to the former Jean Paul; they have two sons and two daughters.☐

Harry E.T. Thayer is headed for Singapore

Harry E. T. Thayer, director of the Department's Office of People's Republic of China and Mongolia Affairs, 1976-79, is President Carter's choice to become the new U.S. ambassador to the Republic of Singapore, the White House has announced. He would succeed Richard F. Kneip.

Mr. Thayer joined the Foreign Service in 1956 and was later assigned as vice consul in Hong Kong. From 1959 to 1961 he was post management officer in the Bureau of East Asian and Pacific Affairs. After taking Chinese language training at Taichung, Taiwan, 1961-63, he became an economic officer, then political officer, in Taipei —serving there until 1966. He returned to Washington in 1966 to become desk officer for China affairs. From 1968 to 1970 he was deputy director, Office of Asian Communist Affairs. After a year's study at the National War College, in 1971 he was named deputy political counselor at the U.S. mission to the UN. Then, completing a four-year tour in New York, he was assigned to the No. 2 post in Beijing. In 1976 he returned to Washington again—this time to head the Office of People's Republic and Mongolia Affairs. In 1979 he became a member of the executive seminar in national and international affairs at the Foreign Service Institute.


Mr. Thayer

Born in Boston on September 19, 1927, Mr. Thayer received a bachelor's from Yale in 1951. From 1945 to 1946 he served in the Navy. He later was assistant to the board chairman, Alaska Airlines, Inc., in New York, 1951–52; researcher and writer with Newsweek, 1952–54; and a reporter and rewriter with the Philadelphia Bulletin, 1954–56. Mr. Thayer has won the Department's Meritorious Honor Award, 1966; the Superior Honor Award, 1971; and the Distinguished Honor Award, 1980. He is a member of the American Foreign Service Association. He and his wife, Edith, have four children and three stepchildren. □

10 named to delegation for UNESCO conference

President Carter has nominated five persons as delegates, and five as alternates, on the U.S. delegation to the 21st general conference of UNESCO, which was to meet in Belgrade in late September:

Delegates—Robin Chandler Duke, nominated by the President for the rank of ambassador, chairman of the delegation; Ambassador Barbara Newell, U.S. representative to UNESCO, Paris, vice chairman; Elie Abel, professor of communications at Stanford; John E. Fobes, chairman, U.S. National Commission for UNESCO, and visiting professor at the University of North Carolina and Duke; and John Hope Franklin, retired professor of American history, University of Chicago.

Alternates—Joseph D. Duffey, chairman, National Endowment for the Humanities, former assistant secretary of state for educational and cultural affairs; Sandra Lopez De Bird, assistant director, New York office, Federal Trade Commission; Kathleen Nolan, former president, Screen Actors Guild, and member of the board, Corporation for Public Broadcasting; Beatrice Ranis, chairman, Hawaiian State Foundation on Culture and the Arts, and Consortium for Pacific Arts and Culture; and Roger Revelle, professor of science and public policy, University of California at San Diego.□

Personal envoy rank for 2

President Carter has accorded the personal rank of ambassador to Griffin B. Bell and Max M. Kampelman while they serve as chairman and co-chairman, respectively, of the U.S. delegation to the Conference on Security and Cooperation in Europe. The meetings are scheduled to begin November 11 in Madrid.□

Envoy rank for Kubisch

President Carter has nominated Jack B. Kubisch for the rank of ambassador. He is to be the special negotiator for forthcoming talks with Spain concerning the U.S.-Spanish treaty of friendship and cooperation. Mr. Kubisch is a former assistant secretary for inter-American affairs and ambassador to Greece.□

Our Very Own Chronicle

Fifteen years ago, in October, the NEWSLETTER reported that:

President Johnson named four new ambassadors—William H. Weathersby to the Sudan, William M. Rountree to South Africa, Hermann F. Eilts to Saudi Arabia, and Franklin H. Williams to Ghana . . . . . Three men were nominated to the rank of career ambassador (highest in the Foreign Service)—Foy D. Kohler, Douglas MacArthur II and Thomas C. Mann . . . . . U. Alexis Johnson was elected president of the American Foreign Service Association . . . . . Approximately 1,600 American dependents were evacuated from West and East Pakistan during the armed strife between Pakistan and India . . . . . Ward L. Christensen was elected president of the U.S. Diplomatic Courier Association.□

Export Council appointments

President Carter has appointed two persons as members of the President's Export Council. They are Edward M. Lee of Englewood, Col., president of Information Handling Services, and Richard Suisman of Hartford, Conn., former part owner-operator of a scrap iron and metal dealership and a former member of the Hartford City Council.□

10 named for General Assembly session

President Carter has nominated five U.S. representatives and five alternates to the 35th session of the UN General Assembly, now meeting in New York. Slated to be representatives: Ambassadors Donald F. McHenry and William J. vanden Heuvel, Senators Jacob K. Javits (R.-N.Y.) and Paul E. Tsongas (D.-Mass.), and Representative Hannah D. Atkins, Oklahoma state legislature.

Nominated as alternates: Nathan Landow, builder and developer, Bethesda, Md.; Barbara Newsom, Pasadena, Calif.; Richard W. Petree, deputy U.S. representative in the UN Security Council; Joan Edelman Spero, U.S. representative on the UN Economic and Social Council; H. Carl McCall, alternate U.S. representative for special political affairs in the UN.□

New deputy spokesman

John F. Cannon, public affairs adviser in the Bureau of East Asian and Pacific Affairs, has been named deputy spokesman for the Department. David Passage, who had been serving as acting deputy spokesman, is continuing as director of the Press Office.□

Politico-military affairs

Joseph H. Melrose has been designated executive director of the Bureau of Politico-Military Affairs.□

Atomic energy delegates

President Carter has nominated Gerard C. Smith, U.S. representative to the International Atomic Energy Agency, as the U.S. representative to its 24th session, which was to be held September 22–26 in Vienna. The President also nominated Joseph Mallam Hendrie, commissioner, U.S. Nuclear Regulatory Commission, and Roger Kirk, deputy U.S. representative to the International Atomic Energy Agency, as alternates.□

Narcotics appointment

Clyde D. Taylor is the new director of the Office of Program Management in the Bureau of International Narcotics Matters. ■

Love that language!

or:

Is there life after English?

Answer: Yes, in the Foreign Service

Recounted here are the adventures and misadventures of NEWSLETTER *readers who responded to an editor's query on how knowledge–or lack of knowledge–of a foreign language has helped or hurt them in their careers. (Archie M. Bolster, consul general in Antwerp, suggested the story idea to the editor.)*

BY BEVERLY A. LAVIGNE
Secretary, Port of Spain

Tunisia was my first post in 1965, when I worked as secretary for Stephen H. McClintic in the political section. Newly arrived, plunged into French classes for the first time, I was visited by the Tunisian political analyst Hedi Benamor.

Ms. LaVigne

"Ou est Monsieur McClintic?" he queried. I quickly replied: *"Il est monge!"* Hedi put on his most doleful face, envisioning Mr. McClintic being overtaken by cannibals.

He responded dramatically: *"C'est tragique! Je suis tres triste, Mademoiselle!"*

We laughed over that conversation for two years, and Hedi and I became fast friends from that day on. ☐

BY GEORGE B. ROBERTS
Ambassador to Guyana

The first and most vivid impression I have of how knowledge of a foreign language could be helpful came soon after my arrival in Bangkok in August 1958. (I had just completed nine months of Thai language training.)

Mr. Roberts

My wife and I were driving through a back street in downtown Bangkok when a little girl dashed off the sidewalk between two parked cars and ran into the side of our station wagon. She was apparently being chased by her older brother. After hitting the door on the driver's side, she sat down in the street and burst into tears.

A crowd collected immediately. Even though I was still only about S-2 in Thai, I was able to make myself understood and indicate that I was prepared to be helpful. The child and her father got into our car, we drove to a hospital, and we were soon able to assure ourselves that the little girl was not more than slightly bruised.

If I hadn't had some knowledge of Thai, the incident could have been difficult, if not ugly.

Not long afterward, in Nong Khai, in northeast Thailand, I was called upon to interpret at a meeting between Governor Harriman, Lao Deputy Prime Minister Phoumi Nosavan, Thai Prime Minister Sarit Thanarat, and Thai Foreign Minister Thanat Khoman. I had never been trained as an interpreter, but knowledge of Thai and a beginning knowledge of Lao proved helpful.

Many years later, I was assigned to Vientiane as charge d'affaires—my second tour in Laos. After three weeks of intensive brushup and conversation training from Thai to Lao, I began right away by using only Lao in my dealings with host government officials. The new Communist government was not (and still is not) at all friendly to the United States, but officials were favorably impressed that a foreign chief of mission was able to deal with them—despite occasional breakdowns in communication—in their own rather obscure language.

During this second tour in Laos, I was again called upon to interpret. The occasion was during the visit of a delegation headed by Congressman G. V. ("Sonny") Montgomery. The visit went very well, and when the acting foreign minister came to dinner, I was able to interpret the conversation as well as the speechmaking.

On the other hand, I found the use of Swahili—a language I do not know as well as Thai or Lao—in East Africa to be a bit tricky. In Tanzania, during the time I was there (1967–69), knowledge of English was still considered the mark of an educated person. If a foreigner used Swahili with someone, the foreigner was saying, in effect, that the Tanzanian was not educated. With those absolutely sure of their educational credentials, and with those of no education pretensions at all, this was no problem. But with those in the middle, the use of Swahili could be insulting. ☐

BY ROBERT V. KEELEY
Ambassador to Zimbabwe

While assigned as chargé at Kampala, Uganda, in 1972, I struck up a friendship with the local Coca-Cola bottling plant manager, who was a Greek. For fun, we used to converse in Greek (which I had learned while serving in Athens, my previous post) over the telephone, hoping thereby to throw into a state of confusion the local security service, which we were convinced listened in to conversations over the embassy's telephone lines.

Mr. Keeley

This practice became especially helpful on certain occasions when I had to arrange somewhat clandestine meetings with a British high court judge, who was investigating the disappearance of an American journalist

(Nicholas Stroh) and an American professor (Robert Siedle) who—it was learned through the judge's inquest—had been murdered by Idi Amin's soldiers.

I was able to arrange these meetings with the judge without the knowledge of the security service by telephoning to the Coca-Cola man and proposing a meeting time and place to him in Greek. He in turn would relay the message to the judge, who happened to be a fellow Mason of the Greek's, the two of them having worked out their own code.

These arrangements had a dramatic denouement, as my final meeting with the judge resulted in his giving me all of his files on the inquest for safe-keeping, just prior to his flight from the country in the middle of the night, after he decided he would be the next victim of Amin's murder squad. □

By Marilyn Johnson
Ambassador to Togo

Ms. Johnson

My Russian language training was useful when I accompanied visiting American artists or exhibit openers to places like Tashkent or Alma Ata during my tour in the Soviet Union. Most of the Soviets with whom I worked on cultural and educational programs in Moscow, however, had served in the United States or had studied English at the special language institutes in the Soviet Union, which turn out top-notch English-speakers eager to show their talents.

Paradoxically, perhaps, I find my Russian more helpful with my Soviet counterpart here in Togo than I did in Moscow. The Soviet ambassador presented his credentials two weeks after I did mine, which means that we find ourselves side by side on every protocol occasion. He speaks no French, so we converse in Russian during the long waits. His interpreter is often not nearby when important announcements are made, or when another diplomat has something to communicate.

Thus I find myself in Togo using my Russian in small talk and as occasional interpreter for the Soviet ambassador. Since January, however, conversations with the Soviet ambassador have languished, which leaves lateral communication pretty much in limbo, the North Korean ambassador being my other neighbor. □

By James A. Budeit
Chief of consular section
Monterrey, Mexico

Mr. Budeit

I entered the Foreign Service on January 20, 1961 and, since I had passed the written examination in Russian, I was never on language probation. I was then tested at the Foreign Service Institute in Russian, French and Spanish, with almost equal lack of facility: S-1, R-2, or thereabouts. As was policy at that time, I received training in a world language (French) at the institute for 16 weeks (result: S-2, R-3) before proceeding to my first assignment at Copenhagen in August 1961.

I learned Danish through the post language program, in which I was evaluated at the S-3, R-3 level by the time I left two years later. As Danish is spoken only in one country, I did not take the Foreign Service Institute test.

My next tour was in the Department of State, and the medical office advised me that, because of the chronic, congenital disease of my two oldest children, I could not expect to serve in a Slavic-speaking post. For this reason, I gave up the desire to study Russian and instead requested Japanese language training, since I was advised that medical facilities would be adequate in Japan.

I began Japanese language training in August 1965, and completed it in February 1966. But just before that, I was advised by the East Asia bureau that the medical condition of my children would prevent my serving in Japan. I was tested at around the S-1, R-2+ level in Japanese and sent to Sweden.

I learned enough Swedish at post (where I arrived in March 1966) to obtain an S-3, R-3 in Swedish upon my return to the United States.

My next assignment in the Department was cut short by an involuntary recall to active duty in the Navy. I was sent to the French-speaking area of Belgium by the Navy in June 1968, but left the Navy in December. My previous training in French was of some value in enabling me to communicate with the local population, but the French had withdrawn from the joint military command and there were few Belgians in the command. As a consequence, I worked generally with English-speakers.

My next Foreign Service tour was in London, where I had almost no need for any of the languages I had studied. During consultation in Washington in July 1973, en route to my new assignment at Athens, my career adviser said I had no chance of promotion without a world language. When I protested that this seemed rather unfair, as I had completed a four-year tour in an English-speaking post and was about to go to Greece without even Greek, she answered that if I would go to Tijuana, Mexico, I would receive language training. Needless to say, my assignment to Athens was broken and I was sent to Tijuana without one day of language instruction. My Spanish, which had been minimal some 12 years previously, was now almost nil. Two and a half years in Tijuana brought my Spanish back up to the S-1+ level. Also, needless to add, I was promoted, although still without a world language.

My next tour in July 1976 was Beirut, where French has some relevance, but my level of French some eight years after my last experience was not very useful. I did not bother to add Arabic to my bag of studied, but unlearned, languages.

I am presently serving another tour in Mexico, after having received 12 weeks of Spanish at the Foreign Service Institute, from December 1978 to March 1979. I still have not been tested at the S-3, R-3 level, although I think it likely that I will reach this level when next tested.

If any lesson or moral is to be learned from the above, it is that the assignment process has had almost no relationship to previous training or to declared aims of the Service. After studying six languages, I could not get excited about studying Arabic for one tour in Beirut, and I believe that my experience hinders my progress in Spanish.

Only once, and this was 18 years after I first entered the Service, has the Department assigned me to a post using the language in which it has trained me. Under this circumstance, is it any wonder that officers do not have an S-3, R-3 in a world language? Or that they are not endowed with the language spoken at post until the tour is nearly over? One could say that mine is an unusual case but, since it has persisted since my entry in 1961, I submit that it reflects a persistent, chronic condition. □

By John Gunther Dean
Ambassador to Lebanon

Mr. Dean

From 1975 until 1978 I served as ambassador to Denmark. My wife and I liked the posting and loved the Danes. Although most Danes spoke English, we learned to speak Danish. This allowed me to go into universities and schools and debate in Danish with young students on issues of the day. Fluency in Danish also permitted me to discuss many agricultural problems with Danes who were not fully at ease in English.

I believe that our knowledge of Danish contributed to creating a certain image of the United States, which was appreciated by both the government and people of Denmark.

It would be nice to adapt my knowledge of Danish to another Scandinavian language. Director General, please take note! □

By Louise K. Crane
Director, American Center
Kyoto, Japan

Japanese is an extraordinarily complex and polite language. Polite forms of words are very easily made by adding the prefix "o" or "go." However, one cannot use these prefixes indiscriminately. For example, one never uses the polite "o" or "go" before the name of a person or place.

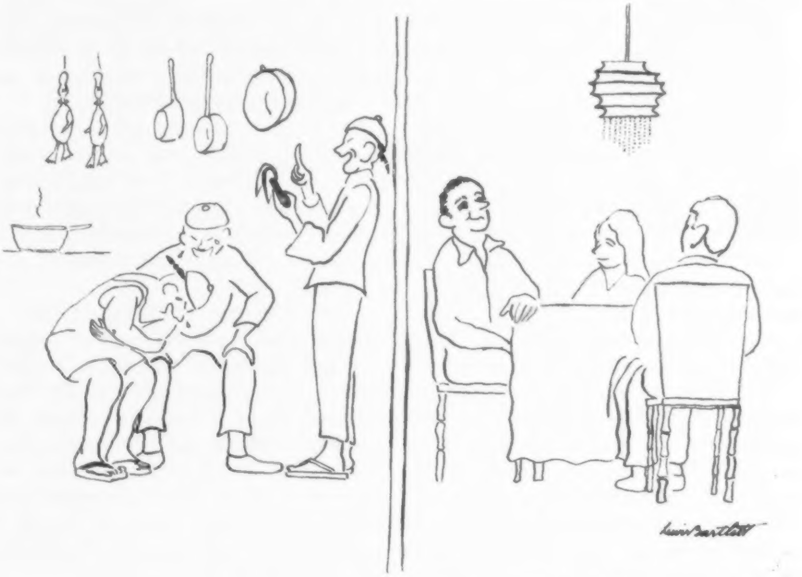
However, the story is told here about a bright young State Department Officer who was making a field trip to Nara, the ancient capital of Japan, which is a storehouse of original Japanese architecture and art. He arranged to call upon several officials in Nara, including the mayor. Not having learned the rules of polite language perfectly, he put his incomplete knowledge to work during his formal call on the mayor. He waxed effusive to the mayor about the beauties of *Onara*, the charms of *Onara*, the architectural treasures of *Onara*. The mayor, if he didn't have a sense of humor, at least had mastered the art of being impassive, for he didn't raise an eyebrow at the young officer's constant references to what he was unwittingly calling Fart City. Nara is the proper name of the city; "*onara*" is the slang word for fart in Japanese.

In Japanese, you can ignore your p's and q's, but you must mind your o's and go's! □

By Bruce N. Gray
Consul, Beijing

Mr. Gray

While the Beijing or Mandarin dialect is now nominally the national language of the People's Republic of China, residents of China's many linguistic regions continue to speak their local dialect. Guangdong (Canton) Province is, of course, Cantonese-speaking, and fiercely proud of its linguistic heritage; many Cantonese, particularly those over the age of 30, have never learned the Mandarin dialect.


"It was nothing, really. I got a 3 from FSI, in Mandarin, back in '68."□

Before the opening of the American consulate general, Guangzhou (Canton), all visa applicants from Guangdong were required to apply in Beijing. Many found the journey to and stay in Beijing the linguistic equivalent of an Urdu speaker coming to Japan. While all Beijing consular officers (and virtually all other embassy officers) speak Mandarin, I am the only one who speaks Cantonese. Not only are the Cantonese-speaking applicants enchanted to be interviewed in their native tongue, but the consular section's Mandarin-speaking national employees are constantly bemused and amused to hear an American officer chatting with their fellow Chinese in what to them is a totally incomprehensible Chinese dialect.

My Cantonese and Mandarin language ability were acquired totally under State Department auspices after entry into the Foreign Service. □

By Frederick J. Vogel
Political section, London

During the course of a posting to Embassy Bangkok, 1974–78, I had many opportunities to put to good use my Thai language training. In fact, on occasions upcountry, lack of the language would have meant starvation and sleep in the street. However, never before in my illustrious career had my humble language skills been put to a sterner test than the day I was called upon to address the assembled masses in a remote northeast Thai village in Mahasarakham Province.

I was at the time the ambassador's informal representative to the Mitraphap (Friendship) Foundation, which raised money to build schools in the poorest and most remote rural areas. The foundation enjoyed the support of the Thai Department of Local Administration and the Royal Thai Army, among other official organs, and its activities were promoted for the highest visibility in the remote areas where government attention was most needed. The fundraising activities included Army parachute demonstrations, a soccer game between the Army's girl parachutists and local dignitaries, a beauty contest and folk dances. Participants and audience alike were caught up in the carnival atmosphere, and local enthusiasm was intense. The people came from the far corners of the province. On this rare day, more than 50,000 assembled for the festivities. And on this rare day, the poor but proud—and surprised—embassy officer was called upon to address the lot of them—in the King's own Thai!

The "loneliness of high office" and other such thoughts ran through my mind as I ascended the podium. I thought: "What do you say to 50,000 rural farmers and their water buffaloes? How do you say it coherently in Thai?" Lincoln's lesson of Gettysburg saved me; I took brevity as the order of the day. I expounded on the virtues of education and the enduring friendship between our two great nations. It was a hit. For an American, a foreigner, to address these good people in their own language—to have taken the trouble, to have been concerned enough, to learn their language (and *dare* to use it!)—was taken as a tribute to them. The poor but hard-working people there felt they were important even to a nation on the far side of the globe.

It was certainly not the last time I had to address groups in Thai but it was by far the most meaningful to me. I think I will always wonder, though, whether, in the enthusiasm of

***Mr. Vogel*, center, on the day of his speechifying in Thailand.** □

the moment, I delivered all the tones and vowel sounds with the necessary precision. □

BY ARCHIE M. BOLSTER
Consul general, Antwerp

Mr. Bolster

At this post consuls James Kesler and Arnold Denys and I all speak fluent Dutch. Mr. Denys and I have given public talks in Dutch, and all three of us officers have made constant use of it in our work. The Department's policy of filling positions here with Dutch-speaking officers has elicited favorable comments from Flemish officials and other citizens among this 5.6 million-strong linguistic group in Belgium. In the Antwerp consular corps only two other career principal officers speak Dutch: the representatives of the Netherlands and the Federal Republic of Germany.

In addition to the obvious benefits of knowing the language of the country in which one lives and works, there are important "third-country-language" benefits. For example, when our embassy in Tehran could no longer issue visas, many Iranians came to Antwerp to seek them. Some spoke very little English. It was possible for me to tell from an interview, in Farsi, whether they were true non-immigrants and members of persecuted minority groups who warranted special consideration. (After diplomatic relations were broken on April 7, all visas were canceled.)

Some of these discussions yielded interesting information on life in post-revolutionary Iran, and one interview brought news of an anti-Khomeini dissident, a long-time friend of mine, who subsequently fled to Paris and has recently visited his two sons in California.

Mr. Denys speaks Spanish and French, which have been useful in Antwerp to maintain contact with the 15 consulates of Spanish-speaking countries, and with French-speaking people in Flanders. He has also had occasional need to use Spanish and French in visa interviews. □

BY PAT HOLLIN
Secretary, Damascus

I recall two particular instances when my knowledge (however slight) of the local language helped me.

Ms. Hollin

I arrived in Damascus in January 1980. I enrolled in the post's Arabic language program (for beginners) shortly after my arrival. One morning when I was walking my dog, two unsavory-looking (male) characters stopped and spoke to me. Thanks to my short study of the language, I was able to understand that they were asking where the Turkish embassy was, rather than making rude advances. I was able to direct them to the entrance of the embassy. (I must admit that we were standing about 30 feet from the gate at the time.)

The other incident occurred in about 1972, when I was assigned to the defense attache office in Athens. I was in a local ceramics shop when the sales person (who knew me slightly, as I had been there a number of times) asked me to translate for two American tourists who were there. Although I had had no formal Greek language training, I had learned enough through my personal study program that I was able to assist both parties.

Even the slightest knowledge of the local language can be helpful in one's daily life—for shopping, social encounters, talking to the people in one's apartment building and so forth. □

BY MARTHA HAYWARD
Secretary, Cairo

Ms. Hayward

Several years ago I was on vacation from my post in Germany, traveling through Greece. I speak no Greek but was getting along very well with pidgin English and improvisation. In Athens, and at various small snack bars in the country, I often enjoyed a cup of *cappucino* at coffee time, and had always obtained it simply by asking for "*cappucino*" from the waiter or at the bar.

We were traveling through the mountains of the Peloponnesus, on a rather remote road, when our bus stopped for the morning coffee break at a little roadside bar. "How much I would enjoy a *cappucino* this morning," I thought, as I went into the bar and up to the counter. It being a very tentative kind of bar, I asked in a very tentative kind of voice: "*Cappucino* ???"

The man behind the bar looked at me for a moment, rather puzzled, and then came around to the front and very politely escorted me to what passed for the restroom, in the back of the building.

(That morning, I never did get my *cappucino*!) □

BY JAMES R. WACHOB
Deputy principal officer
Frankfurt am Main

Mr. Wachob

During my recently concluded assignment as resident chargé d'affaires in Mbabane, President Mobutu of Zaire flew to Swaziland in his private plane. During that visit, his crew needed to order a replacement airplane part available only in neighboring South Africa. Mr. Mobutu's hosts were unable on short notice to locate anyone in the kingdom who could communicate the French-speaking crew's requirements, in English, by telephone, to South

Africa. So I was asked to be an interpreter, which I was happy to do, apparently saving the day for the tightly-scheduled Zairian presidential party.

I found foreign languages superfluous once, after I set up my bachelor household in Tripoli in 1951. I decided to lay in a supply of canned goods from an Arab merchant in what was then a very underdeveloped town. Making my way one evening through streets where only Arabic and Italian were spoken, I came upon a tiny hole-in-the-wall shop with an unshaded low-wattage bulb suspended from the ceiling. With a variety of gestures, I made known to the barracan-draped owner my desire to purchase supplies from his shelves. The shopkeeper smiled at my groanings and pointings, an indication (I thought) of his pleasure at the bill that was going to result. When I flourishingly signaled that the exercise was finished, the shopkeeper, still smiling and still keeping secret the fact that he had been a camp follower during British World War II campaigns in the Libyan desert, said in flawless English: "Will that be all, sir?" Exit one red-faced new FSO. ☐

By Debby Fischer
Secretary, Caracas, Venezuela

While living in Jerusalem 1975-77, I learned Arabic and Hebrew and worked in the foreign exchange department of an Israeli bank. I attended an Israeli ulpan, or intensive language school, six days a week with new immigrants to learn the Hebrew language, and learned Arabic with a private tutor daily, practicing in merchants' shops and in the Old City. My newly-acquired language skills helped me to serve Arabic clients at the bank, where the Israeli personnel spoke no Arabic, and to serve better in social situations where I was often the only Arabic speaker.

Ms. Fischer

A memorable evening occurred when the night watchman for the American consulate, a Palestinian Arab married to a Bedouin rug weaver, invited the consulate staff to dinner. He lived high above the hills of Jerusalem, without electricity or running water, in a house he and his father had built from stones. The watchman prepared the dinner, which entailed killing a lamb. His lovely blond Bedouin wife appeared briefly to serve the drinks, and then she retreated to an immense dormitory, where their 12 children were sleeping on a rugs she had woven.

I went into the room and began to speak to her in the Palestinian dialect of Arabic. She answered in a Bedouin dialect, but the wonderful thing was that we understood one another! We spoke about how lovely the Jerusalem sky was in the summer, how she loved the children—it was poetry. She recited some Bedouin verses. . . and in my excitement, I told her how much my colleagues would love to meet the children.

All 12 of them came out to join the Americans, each one bowing and giving his name and age in Arabic. They joined us for dinner—and this was the first time I recall that happening in a Bedouin home!

The magic of that first experience in cross-cultural communication has stayed with me, and in Paris, where I was posted with the Organization for Economic Cooperation and Development, the consular section often called me to conduct interviews in Arabic with third-country national visa applicants. ☐

By Howard E. Leeb
ICA, Karachi, Pakistan

Last June my family missed a flight connection en route to rejoining me in Karachi, and they were forced to spend a few days in Frankfurt, Germany. By luck, they managed to obtain space, albeit rather cramped, in government transient quarters. They subsequently discovered that more spacious accommodations were available, and they tried to move that same day. But they were told that the apartment couldn't possibly be made ready in time, and they would have to spend yet another day in their bathroom-down-the-hall fifth-floor walkup.

My wife happened to pass by the vacant apartment and saw a maid ready to begin cleaning. She exhausted a good part of her German vocabulary with "guten tag," which elicited a blank stare from the maid. English got the same result, so in desperation she tried Spanish, in which she is fluent. On hearing this, the maid lit up. Mrs. Leeb explained the situation to her, whereupon the maid became a blur of motion, and the apartment was ready for occupancy that same afternoon.

Thus, the family was able to spend the remainder of their stay in adequate and comfortable quarters, which greatly mitigated what had been, up to then, a rather traumatic experience. ☐

By Kristin K. Loken
AID, El Salvador

I was fortunate to be allowed to attend the Foreign Service Institute for Spanish training, as the spouse of an AID employee. Upon our arrival in El Salvador, I was put to work at the embassy, coordinating emergency and evacuation activities and the U.S. private citizen and mission warden system. I have also helped in the consular section. Spanish has been essential to my duties even with private U.S. citizens here, as many do not speak English, as well as with Salvadorans.

Recently, I moved to the Health/Population/Nutrition Division. Spanish is essential to my functioning in this position. Without Spanish, I would have been useless to an overburdened and overworked mission. With it, I have felt productive and useful during extremely trying times. My continued employment has allowed me to remain at post and provide at least emotional support to my husband, whose primary responsibility is AID's response to agrarian reform. ■

EQUAL EMPLOYMENT OPPORTUNITY

State scores on its affirmative action junior officer goal

Secretary Muskie was told at a high-level briefing on September 3 that the Department would meet or exceed its goal of hiring 47 junior officers under the affirmative action program in fiscal year 1980. But only about 25 mid-level officers will have been hired against a goal of 33, reported Harry G. Barnes Jr., director general of the Foreign Service and director of personnel. Mr. Barnes explained that the Department had a greater problem finding mid-level candidates.

The Secretary replied to Mr. Barnes, Under Secretary Ben Read and others on his Executive Level Task Force on Affirmative Action that he had been committed to equal employment opportunity throughout his public career, and that he was "not about to lessen that commitment now." He said he would lend a hand personally to the recruiting effort in the course of public appearances he was making. Mr. Muskie inquired about the experience of Hispanic-Americans under the program (persons of Hispanic heritage represent only 1.8% of the Foreign Service, he was told), and replied this indicated that the Department "has a long way to go."

He accepted Mr. Read's recommendations for goals in the current fiscal year. For mid-level officers, the figure remains at 33. The junior officer goal will be 40, or 20% of the incoming class, whichever is greater.

John Burroughs, the outgoing deputy assistant secretary for equal employment opportunity, told Mr. Muskie that Department policy has been to require bureaus that do not have a minority group member or women serving at the deputy assistant secretary level to consider such persons for these positions as the positions become vacant. The Secretary indicated he would like to continue this policy.

Mr. Burroughs reported that four blacks, four Hispanics and one Asian-American currently are serving at or above deputy assistant secretary-level positions. He added that, among the ambassadors, 11 are black, four are Hispanics, one is a native American. As to women, Mr. Burroughs said, 11 were serving as chiefs of mission, three more had been nominated for such posts, and 17 women were serving at or above the deputy assistant secretary level in the Department.☐

Black employees honor former Secretary Vance

Former Secretary Cyrus Vance was presented the Thursday Luncheon Group's first Equal Employment Opportunity Award for his "sustained and inspired leadership" in furthering the cause of equal employment opportunity in the Department, and for the "imaginative affirmative action program" which was established and carried out during his tenure.

Scores attended the evening reception on September 10 at DACOR House, 1718 H Street, N.W. In presenting the award, State's James Parker, president of the luncheon group, a professional organization of blacks in the foreign affairs agencies, lauded Mr. Vance's fair and equal treatment of members of the Foreign and Civil Service, his assignment of blacks on a worldwide basis, and his role in establishing the Executive Task Force on Affirmative Action and the Committee to Review Recruitment and Examination for the Foreign Service. Mr. Vance also was praised for his meetings with national black leaders.

Mr. Vance said he was "deeply honored and deeply touched," adding: "Progress has been made, but much more needs to be done. I pledge myself to work with all of you toward reaching these goals." He received a standing ovation. ■

Cyrus Vance receives award from _James A. Parker_, president of Thursday Luncheon Group, second from right. Others are, front row, from left: _Lucius Jackson, Mrs. Vance, Claudia Anyaso._ Back row: _John Gravelly, Barbara Murray, Mary Dougherty. (Photo by Walter J. Booze, Visual Services)_☐

BLACK LEADERS CONFER WITH SECRETARY CYRUS R. VANCE

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ON THE JOB

Being intelligent about the intelligence bureau

It's the place for 'our best and brightest,' writer says

BY JOSEPH V. MONTVILLE

The author, who is completing his first year in his present assignment, tells why he likes it.

> ". . . The only way in which a human being can make some approach to knowing the whole of a subject is by hearing what can be said about it by persons of every variety of opinion."—John Stuart Mill.

LIKE MANY FSOs before me, I greeted the suggestion of a tour in the Bureau of Intelligence and Research (INR) with something less than enthusiasm. Because most of the bureau's work is sent to a very restricted, top-level audience, I did not really know what it did. And INR did not have a reputation as a dynamic place where things get done. As regional policy adviser at the time in the Bureau of Near Eastern and South Asian Affairs, I was enjoying both substantive responsibility and visibility.

Thus I took a month to think over the suggestion—made by the Near East bureau's then senior deputy, Bill Crawford—that I consider taking on the job of Near East division chief in the INR Office of Analysis for Near East and South Asia. After all, I was told, it was a rare chance for an FSO-4 to supervise eight other officers. And so it has been—and it has been, as well, the most stimulating and exciting job in my 15 years in the Foreign Service.

I have learned that INR functions in the Department of State as the John Stuart Mill instrument of free analysis and unfettered criticism—most often implicitly, but increasingly explicitly, on specific policies. Of course, Mill laid down guidelines for the liberal political community as a whole. But his advice was relevant to any organization, large or small, which seeks to act on the basis of truth and integrity.

INTELLIGENCE AND RESEARCH—*Joseph Montville*, center, confers with two members of his staff, analysts *Pat McArdle*, left, and *Wayne White*. (*Photo by Walter Booze, Visual Services*)□

And the Department must certainly be in this category if it is to fulfill its obligation as the country's principal coordinator and voice in foreign policy, in an increasingly difficult and complicated global society. Conscientious objectivity is a minimal practical requirement, it seems to me, if we are to avoid self-delusion at home and consequent failure abroad.

Early on in my new job I found that INR plays its role as critic, for the most part, indirectly—in the form of pointed analyses which sometimes expose wrong, or at least weak, assumptions on which policy is based. But the bureau is taking on a more explicit form of criticism in its new series of "policy assessments," which analyze past policies and current options. This is a departure from the tradition of a separation between intelligence analysis and the policy function.

Our new activism is based on the conviction that the bureau cannot do its job for the Secretary if it simply analyzes events and phenomena abroad, but leaves it to other bureaus and agencies to draw the policy implications. Given the elusiveness of answers to such problems as Soviet ambitions, the Iran imbroglio, the Arab-Israeli dispute, the energy supply and the proliferation of nuclear weapons-making technology, the Government needs every resource of intelligence—in the broadest sense. Clearly, no single office has a monopoly on wisdom.

Another advantage of the policy assessment is that it helps meet counter-criticism from operational bureaus or agencies—that intelligence analysis often puts too much emphasis on gloom and does not do enough to reveal alternative directions for policy-makers. Thus, while our assessments may in fact set off struggles over the turf of policy ideas and initiatives within the national security kingdom, the Government should be better off for the effort.

Herein lies the significance for FSOs. In INR, the FSOs at the analyst level—from Classes 7 through 4—have the opportunity to take the initiative. We are the masters of the information, and it is we who tell our bosses what we think is important for the President and the Secretary to know at the moment. If we are convincing, then our analyses are sent to the highest levels.

And we do know that they are read. Obviously, it would be awkward for me, if not prohibited, to identify certain authors, but I *can* say that our analyses have evoked compliments and follow-up questions from some of the most senior officers of our Government. We have also had lively reactions from bureaus in the Department, and from ambassadors in the field. Most responses have been positive, but some reflect pain. While we regret the pain—we freely apologize when we have been in error—we nonetheless welcome such reactions because this means to us that we are engaged in full-fledged debate on basic issues with other dedicated professionals, who take us seriously because they know that we publish—inevitably and independently.

For most FSOs, especially in the middle grades, being taken seriously and having some impact on the way the United States conducts foreign policy is the principal reward of a career. Very often, however, it seems that this reward is hard to come by. It has been my own experience, in regional bureaus in Washington and in embassies abroad—in fact wherever hierarchy is enforced—that a young careerist with a different point of view will eventually be discouraged once a policy line is set, even if his or her position seems correct. This is human, predictable and in the natural order of bureaucratic organization, given the inevitable involvement of the self-esteem of ranking officials in the policy positions they support. As Under Secretary David Newsom has said (Robert Shaplen, New Yorker magazine, June 2, 9, 16, 1980):

> Governments can get locked into a policy sometimes, accepting a set of assumptions as unchallengeable. Those responsible then have a vested interest in the success of that policy. If it's not a success, they feel it becomes a reflection on their judgment and their political reliability.

The point is that regardless of the quality of the leadership at the top, there is bound to be contention in the formulation of policy. For those to whom the struggle for the best answer is what the Foreign Service is all about, INR offers a base from which to operate which is mandated to be fearless and aggressive and, of course, on the mark.

This fact, it seems to me, should cause the bureau to appeal to the most analytically-gifted and most articulate of the Foreign Service officer corps. Many of these officers currently are lending their talents to INR; my division is particularly blessed. And they are getting important assignments subsequently. My predecessor went to the War College, and others in the bureau have gone on recently to a congressional fellowship, to Arab-Israeli affairs in the Near East bureau, and to political jobs in the Middle East and London.

The INR story is not widely known in the Service, but the time has come for it to be known. Our best and brightest should go where they are most needed and where they will have the most impact. They should ponder this as they consider their next assignments. To quote Mill again:

> The liberty of expressing and publishing opinions . . . being almost of as much importance as the liberty of thought itself (and resting in great part on the same reasons) is practically inseparable from it.

INR analysts have that liberty, if they can make their case.■

Reaching people who need you: that's what the Combined Federal Campaign is all about.☐

Blachly's October quiz: Authors

By Fred Blachly

(Answers on Page 27)

Our first president is remembered as the author of letters to the Continental Congress begging for money and supplies for his army; he also wrote a farewell address. Jefferson, on his tombstone, is listed as author of the Declaration of Independence. Madison was one of the three authors of the Federalist papers. Listed below are the names of 11 presidents who wrote books. Can you name the title of at least one book by each of these presidents?

1. U.S. Grant.
2. Grover Cleveland.
3. Theodore Roosevelt.
4. Woodrow Wilson.
5. Calvin Coolidge.
6. Herbert Hoover.
7. Harry S. Truman.
8. Dwight D. Eisenhower.
9. John F. Kennedy.
10. Lyndon B. Johnson.
11. Richard M. Nixon.☐

Open meeting on energy is set for October 14

The Department will hold a meeting on October 14 of the working group on preparations for the UN Conference on New and Renewable Sources of Energy. The group will meet from 9:30 a.m. to 1 p.m. in Room 1105. The meeting will be open to the public.

The purpose will be to review the status of preparations for the conference, and to consider the role the U.S. private sector can play during the preparatory period. Requests for information should be directed to Philip T. Lincoln Jr., Office of Investment Affairs, Bureau of Economic and Business Affairs, Washington, D.C. 20520, telephone (202) 632-2728.

The chairman of the group will, as time permits, entertain oral comments from members of the public. ☐

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.* ☐

Q. WEST AFRICA

My wife delivered our first child, a girl, while staying with friends in western Europe. When the baby is 8 weeks old, my wife and the infant will be returning to post. My wife is breastfeeding. Do we need to give the baby malaria suppressants even if my wife resumes her weekly Chloroquine? If yes, how does one administer those giant pills to a baby and what is the dose?

A.

Chloroquine is the generic name for both Nivaquine and Aralen. Nivaquine is available abroad in a liquid form, and your baby should be given 37.5 mg. of base weekly, as directed on the bottle. Even though breastfeeding will continue, the baby should be given malaria prophylaxis beginning one week before returning to post. I'd also encourage you to use mosquito netting over the baby's crib, and to screen your daughter's home and environment. Nevertheless, even with screening, the baby should receive the weekly prophylaxis against malaria.

Q. WASHINGTON

A recent headline in the paper stated that a prominent group of national nutritionists felt the dangers of cholesterol in the average American's diet were emphasized too much. What are your feelings about this controversial topic–cholesterol, yes or no?

A.

The Food and Nutrition Board of the National Research Council did indeed recently suggest that dietary cholesterol dangers may have been overstated. Their claims were quickly pounced on by the American Heart Association and many prominent physicians including cardiologists. Without going into the details of "good" versus "bad" cholesterol, most of the experts would agree that dietary changes to lower levels would be prudent for most Americans, particularly for those who've had a close family member become ill or die with heart disease, for those who are overweight, and for those who have confirmed heart disease. I'd lean on the safe side and say it's prudent to limit the intake of fatty foods, in view of the pretty solid medical evidence available, which does show a corrolation between heart disease and elevated cholesterol levels. The controversy will continue, and we'll keep you posted in this column.

Q. EUROPE

My friend finally went to a doctor to have a lump in her breast checked, after waiting for a month. Fortunately, it was not serious, but what an anxious month it was! What are the odds of having breast cancer?

A.

Well, first of all, 8 out of 10 breast lumps are *not* breast cancer. Having stated that, I must emphasize, however, that any woman who has a symptom should see her doctor promptly. It is alarming to discover a lump in your breast, and it doesn't seem sensible to wait through a month of anxiety and fear before seeking medical attention. Other odds on breast cancer are these: One in 11 American women of all races will develop the disease. Black women are less likely than white women to develop breast cancer. The American Cancer Society says about 108,000 women will develop cancer *this* year in our country. Although the disease usually affects women over 40, younger women—and even men—can develop breast cancer. The best recommendation I can make to women is breast self-examination on a monthly basis. Diligently. Regularly. Carefully. Early diagnosis and treatment is keyed to early detection.

Q. WASHINGTON

I'm going on temporary duty to La Paz. Do I need a physical? Any other precautions?

A.

Yes, you need a valid medical clearance to travel to a high altitude post such as La Paz. The other high-altitude posts over 8,000 feet are Addis Ababa, Bogota and Quito. I see that you're 42, and that it's been a year since your last physical. Please call to schedule a physical examination in our examining clinic, at which time we'll look at you with a view toward a high-altitude temporary duty assignment. Other precautions include several days of acclimatization after arrival. Until you've become adjusted to the altitude and overcome jet lag, avoid strenuous exercise, stay away from alcohol, eat modest meals, and slowly accelerate your activities until you're back to your normal pace. Another tip: Stay away from greasy foods or heavy meals for the 12-hour period before arrival, and do *not* indulge in any alcoholic beverages en route. They will only compound your acclimatization process.

Q. ASIA

My wife's older brother died unexpectedly at age 36. We asked for emergency visitation travel but it was denied. I sent my wife home anyway, at my expense, because her parents were distraught and she was able to help them through the ordeal. I'm somewhat disheartened that her travel wasn't allowed under existing regulations. Do I have any recourse?

A.

To be sure there is no doubt in my mind that your wife's trip to the United States at the time of this terrible family tragedy was a very important factor in helping her parents work through their grief and begin to make a satisfactory adjustment after a shock such as this. Your emergency travel request was not granted, however, because the regulations, in conformity with the intent of Congress, clearly delineate the family members designated for such emergency travel. They are, in essence, parents, stepparents, children and stepchildren, but not brothers or sisters. That's not to say that this can't or won't be changed, but for now, siblings are not included in the scope of the emergency travel program.

Q. FLORIDA

A year ago, when I had my retirement physical at age 60 (a youthful 60, I might add!), the doctor told me I had a slightly enlarged prostate. I didn't have any symptoms and my urine test was normal, so she told me no treatment was necessary. Now, however, I find that I'm up once or twice a night to go to the bathroom and I wonder if I should do something about it.

A.

We're not sure why the prostate gland enlarges, but it seems to occur with hormonal changes that occur with the aging process. At age 60, almost all men will have a noticeable enlargement of this gland. This in itself is not dangerous or uncomfortable, but with the enlarged gland pressing on the urethra (the passageway from the bladder to the outside) problems of urinating may become apparent. There are a series of symptoms that might occur that signal an enlarging prostate gland. They include more frequent urination, particularly during the night, as you describe; lessened pressure or force in the urine flow; a hesitation or difficulty in beginning the urine flow; and an occasional loss of urine or dribbling after urination has stopped. Some of these symptoms can lead to infections of the bladder because of stagnation of urine, or an inability to completely drain urine from the bladder. Infections, of course, should be promptly treated by your doctor. I'd suggest that you discuss your present situation with your physician, who might refer you on to a urologist. The decision to operate depends on the severity of your symptoms, the potential damage from recurrent infections, and other health factors.

Q. WASHINGTON

I'm working in Personnel assignments now. Every week or so, I hear about people who need to go to posts where they can receive special periodontal care. I understand this is a special type of dental treatment, but just exactly what is it? Can't help but wonder if I need this kind of specialist too!

A.

Periodontal disease involves both the gums and the supporting structures of the teeth, such as the jawbones. It is a process that damages tissue surrounding a tooth and eventually erodes the bone that forms its socket. Our dental consultants tell me that, after age 35, tooth decay usually is less important than periodontal disease as a cause of loss of teeth. So you can see that a good dental care program has to include careful attention to not only the teeth but to the other areas of the mouth—gums, bone, etc. The primary causes of periodontal diseases are soft and hard irritating deposits on the teeth. The soft deposits (called plaque) are composed of bacteria, food debris and some parts of the saliva. If not promptly removed, the plaque becomes mineralized to form hard, crust-like deposits, called calculus or tartar. Both of these deposits can cause gum inflammation and can eventually damage the soft tissue and bone. If these tissues which hold the teeth in place become weakened, extraction of teeth may be necessary. With some people who have periodontal disease, gum surgery may be necessary to treat the diseased gums, and on occasion grafting of bone may be required. In some instances the construction of splints or other appliances may be needed to reduce movement of loose teeth. Especially after extensive periodontal work, regular cleaning of teeth and gums is essential if the treatment is to be successful. In fact, a home-care regime is a critical part of periodontal care. Home cures for "pyorrhea" or gum infections are of no value. If you have any of the following symptoms, you should contact your dentist: (1) bleeding of the gums during toothbrushing; (2) persistent unpleasant breath (halitosis); (3) loose or flabby gums; and (4) looseness or drifting of the teeth. If you're not already on one, your dentist will no doubt prescribe a home mouth-care program that includes correct brushing, flossing, and other techniques to prevent the loss of teeth. □

The Combined Federal Campaign of the national capital area is a once-a-year solicitation of federal employees for the support of voluntary health and social service agencies in the United Way. It's practical for you to contribute to all these agencies with a once-a-year donation. This year's 17th annual campaign will support 212 voluntary organizations, 20 more than last year. □

You—yes, *you*—can save heart victims, says Office of Medical Services

Steve Feldman **of the recreation association demonstrates CPR techniques.** ***(Photo by David M. Humphrey, Visual Services)***☐

Hundreds of Department employees recently attended the latest in a series of seminars on emergency aid to individuals who are, say, suffering heart attacks or choking on food. Cosponsored by the Foreign Affairs Recreation Association and the Office of Medical Services, the seminar, in the Dean Acheson Auditorium, discussed the cardiopulmonary resuscitation program, popularly known as CPR, which was initiated by State in 1978 for all employees. Since then, scores have taken the course and many have used the techniques.

Speakers at the session included, among others, Carolyn Moore, a State employee; Gleason Rohlfs, a retired AID employee; and Dr. William B. Brown, regional medical officer in Lisbon. Ms. Moore told how her 83-year-old grandmother had suffered a heart attach in bed. Ms. Moore gave her mouth-to-mouth resuscitation until a rescue squad arrived, and the grandmother was transferred to a local hospital.

Mr. Rohlfs helped save a golfer who had collapsed. He gave CPR until an emergency medical team arrived. The patient was hospitalized, treated for a heart attack, and later discharged.

Dr. Brown told how once, at dinnertime in his home in Virginia, a neighbor knocked on his door and implored: "Help, my husband's collapsed!" Running across the yard, Dr. Brown moved the husband from bed to the floor and immediately began CPR. He continued, with the assistance of another neighbor, until a rescue squad arrived.

"Lay people can make the difference between life and death if they know how to give CPR," the Office of Medical Services said in a statement. "We urge all employees to sign up for these courses offered jointly by us and the Recreation Association. CPR must be instituted within minutes of the victim's collapse, to prevent permanent brain damage from occurring. The knock on the door, the fallen pedestrian . . . It could be you next time. What would you do?"

The CPR courses are held in the Dean Acheson Auditorium beginning the third Wednesday of each month. They run for three consecutive days—from 3 to 5 p.m. Administrative leave, instead of annual leave, is authorized for participants in the classes. Those wishing to sign up for the sessions should call the recreation association, 632-1928. Employees may register in person at the association offices on the second-floor lobby, near the 21st Street entrance. ■

Answers to quiz

(See Page 24)

1. Grant was the author of "Personal Memoirs," 1885-6.

2. Cleveland was the author of "Presidential Problems," 1904.

3. Teddy Roosevelt wrote many books, among them "Naval War of 1812," biographies of Thomas H. Benton and Gouverneur Morris, "Winning of the West," and an autobiography.

4. Wilson was a prolific author: "Congressional Government," 1885; "Division and Reunion," 1893; "George Washington," 1896; "History of the American People," 1902; "Constitutional Government in the United States," 1908; and other works.

5. Coolidge wrote an autobiography published in 1929.

6. Herbert Hoover wrote "Principles of Mining" in 1909, then skipped 25 years before publishing "Challenge to Liberty," 1934. Later he wrote "The Ordeal of Woodrow Wilson," 1958; "An American Epic," 1959-61; and "Memoirs," 1951-52.

7. Truman wrote "Year of Decisions" and "Years of Trial and Hope," 1955-6.

8. Eisenhower wrote "Crusade in Europe," 1948; "Mandate for Change," 1963; and "Waging Peace," 1965.

9. JFK was the author of "Why England Slept," 1940; and "Profiles in Courage," 1956.

10. LBJ wrote "The Vantage Point," 1971, a book of memoirs.

11. Nixon is the author of "Six Crises," 1962, and more recent works.☐

FOREIGN SERVICE FAMILIES

Pamela Pelletreau joins Family Liaison Office

Pamela Day Pelletreau has joined the Family Liaison Office as deputy director. Recently returned from Bahrain, she has been active in community service during her 13 years' experience with the Foreign Service. Besides writing a survey of employment opportunities for U.S. Government dependents in Damascus, and work as a program officer at the African-American Institute in New York, Mrs. Pelletreau possesses expertise in public law and government, with a master's from Columbia and course work toward a Ph.D. in this field.

Mrs. Pelletreau

Since 1967, she has lived in five Middle East posts and has been party to four evacuations—three political and one medical. As a mother of three children, and having held the responsibilities of the spouse of a senior officer, she has personal experience with the roles and problems of dependents in all positions abroad. Her interests lie in the areas of expanded educational opportunities for adult dependents overseas, the problem of prolonged family separations and the role of spouses of senior officers. □

4 Foreign Service sons attend Texas school

Sons of U.S. Foreign Service officers reportedly are establishing a tradition of leadership and academic achievement at the nation's only fully-accredited, Marine Corps-oriented college preparatory school, the Marine Military Academy in Harlingen, Tex.

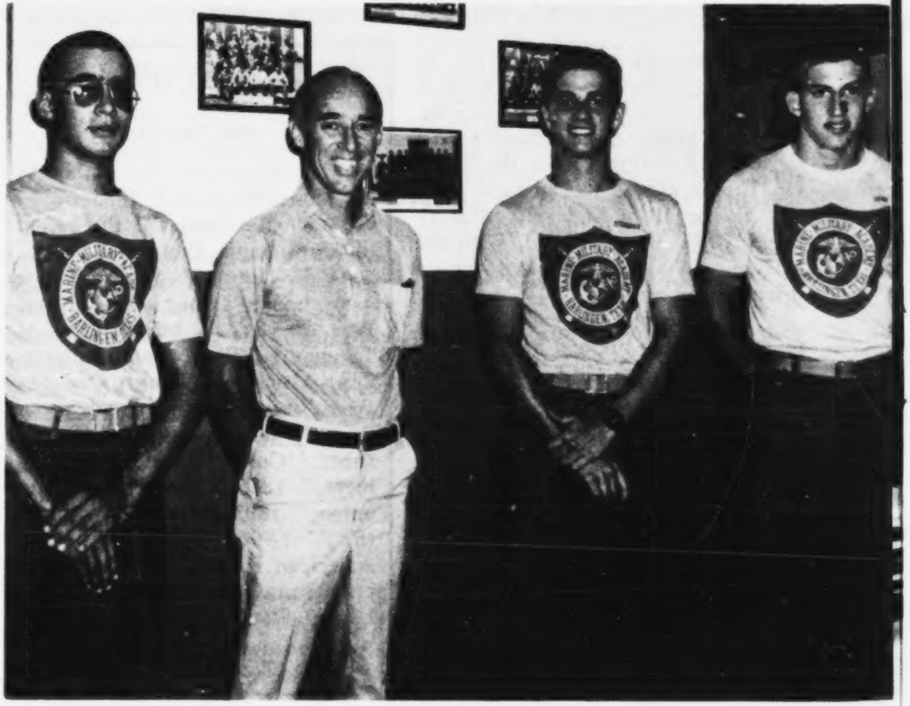
The academy's newest FSO son is 15-year-old John Petterson, son of Ambassador to Somalia and Mrs. Donald K. Petterson. The cadet battalion commander is cadet Major Michael R. Stahlman, 18, son of Mr. and Mrs. John W. Stahlman, deputy principal officer in Dhahran, Saudi Arabia. Michael, a senior, leads 370 cadets. Aiming for a military career, he served as cadet sergeant major last year. He was captain of the swim team, a member of the track team, and a straight A student. He is in the National Honor Society and the Society of Distinguished American High School Students, and has the school's highest academic award: the Superintendent's Gold Wreath. Also a licensed private pilot, his hobbies are flying, swimming, tennis, track, radio-control model airplane building and wind surfing.

Another three-year "veteran" is cadet First Lieutenant August O. Uribe, 18, son of the former first secretary in Bolivia, Ernesto Uribe (currently at the National War College) and Mrs. Uribe. August, a senior, won Bolivia's Junior National Fencing Championship last summer. He competes in the U.S. Junior Olympics Pentathlon events, and is expert in horsemanship, swimming, track and marksmanship. He has earned his flight wings (through the school's aerospace program), the National Sojourners Award, the Gunning Memorial Award, and the Principal's Silver Wreath for Academic Achievement, which requires a 3.0-to-3.49 grade average.

His brother, Ernesto, 19, graduated from the academy last May. Now attending Yale University, Ernesto set an excellent achievement record at the academy. He served as battalion sergeant major and is a U.S. Junior Olympic Pentathlon contender. Among the many honors he received as a cadet was the Legion of Valor Bronze Cross.

The Marine Military Academy, a private, nonprofit incorporated, college preparatory school, is not an arm of the Marine Corps or the U.S. Government. ■

Ambassador *Donald K. Petterson* and his son, *John*, 15, left, with *Michael Stahlman*, 18, and *August O. Uribe*, 18, right. □



DIPLO-CROSTIC No. 6

BY CAROL BECKER
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No. 5" appeared in the July issue; the solution was in the August-September NEWSLETTER.)

1K	2Q	3M	4W	■	5Z	■	6R	7C	8P	9F	10U	11V	■	12Y	13M	14H	15D
16V	17W	18J	19X	■	20K	21C	22O	23J	■	24E	25Y	26P	27N	28X	29W	30M	31G
32Z	33A	34J	35S	■	36S	37O	38E	39T	40L	41A	42Q	■	43U	44C	■	45S	46G
47U	48R	49M	50J	51B	■	52C	53I	54D	55S	■	56U	57E	58D	59H	■	60L	61D
62U	■	63X	64A	■	65Z	66N	67A	68O	69T	■	70N	■	71M	72D	73B	74V	75W
76O	77A	78J	■	79X	80T	81G	82M	83B	84C	■	85G	86Y	87X	88D	89M	■	90T
91L	92V	93J	■	94R	95W	■	96H	97Z	98A	99K	■	100Q	101O	102E	103X	104W	105H
106P	107N	108B	■	109U	110X	111Q	112N	113T	114H	115Y	116B	117W	118E	■	119E	120Z	121I
122V	■	123E	124Y	■	125G	126P	127Y	128C	129F	130R	■	131W	132N	133R	134C	135J	136F
■	137Z	138W	139D	140L	141V	142J	143I	■	144U	145L	■	146L	147F	148A	149W	150O	■
151A	152Y	153D	■	154V	155N	156H	■	157J	158M	■	159U	160O	161G	■	162T	163D	■
164J	165S	166Y	■	167B	168K	■	169M	170S	■	171A	172P	173N	174Q	175G	■	176F	177B
178K	179X	■	180Z	181O	■	182V	183P	184H	185F	186D	187C	188S	189O	190L	■	191J	192E
■	193I	194G	195H	196J	■	197A	198D	199Y	■	200O	201J	202E	203X	204D	204V	■	■

DEFINITIONS	WORDS
A. An international outer space agreement, now open for signature	67 197 64 171 33 77 41 148 98 151
B. "Behold, water was ______ from below the threshold of the temple" (Ezekiel 47:8)	116 177 51 73 167 83 108
C. How long R.H. Dana was before Word L	84 52 21 44 187 128 134 7
D. A strategic doctrine that targets the military capability of the enemy	139 204 153 198 15 58 61 163 72 186 88 54
E. "Within you are full of ______ and iniquity" (Matthew 23:28)	57 118 102 192 24 202 123 38 119
F. "You drop off again and get about an ______ of sleep" *(Cloister and the Hearth)*	147 129 185 9 176 136
G. The bane of the suburban homeowner	161 125 85 194 81 46 175 31
H. De jure	195 114 96 184 14 105 156 59
I. Oldest NHL player of all	53 193 121 143
J. It is subtitled: "An informal history of the Nineteen Twenties"	157 78 34 164 196 50 142 191 201 18 23 135 93
K. He painted Jerry Ford's official portrait	20 1 178 168 99
L. See Word C	60 91 190 146 140 40 145
M. "Some are weatherwise, some are ________" (Ben Franklin)	13 30 89 49 158 3 169 71 82
N. With Word O, guidelines for U.S. business in South Africa	27 112 132 155 66 173 70 107
O. See Word N	101 22 37 181 189 68 200 160 76 150
P. Ruth McKenney's sister	172 106 126 183 8 26
Q. Maxim	100 42 2 111 174
R. Large African antelope	48 6 94 133 130
S. "Worth was degraded into a lazy ________ of value" (Coleridge)	170 45 55 165 188 35 36
T. Mystical	162 80 69 39 113 90
U. Well-bred, witty conversation	10 109 43 159 47 144 56 62
V. Where the constitutional convention for Word Z was held	74 141 182 205 16 154 122 11 92
W. It connects Sea of Marmara with the Aegean	75 17 104 4 138 29 131 95 149 117
X. Company engaged in 17th-18th century Asian trade	110 103 203 63 87 19 179 28 79
Y. Architectural feature of Baltimore	115 152 127 86 25 166 124 199 12
Z. African country — see Word V	32 5 65 97 137 180 120

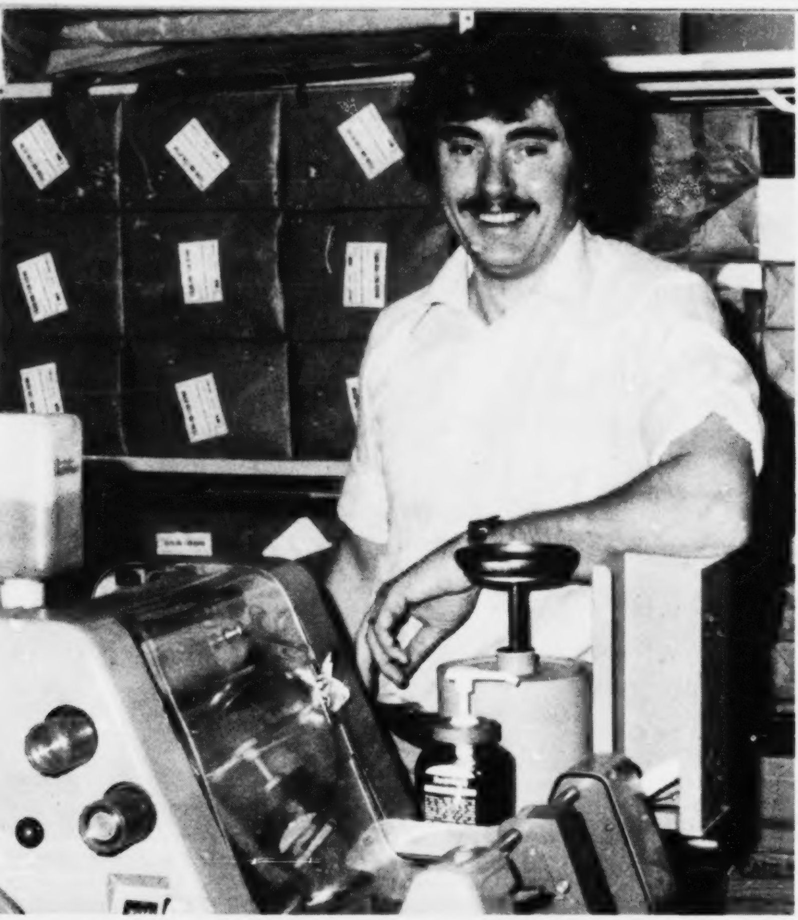
OUR WORKERS IN WINDY WELLINGTON

Embassy Wellington, at the southern tip of New Zealand's North Island, is our southernmost diplomatic mission overseas. Our people there are in the spotlight as part of the NEWSLETTER's continuing "post of the month" series. *(Photos by Don Tremblay)* ☐

At the Parliament building are secretaries *Joyce Roberts*, left, and *Mary McGrath*. ☐

Consular officer *Don Tremblay* at the Fox Glacier. ☐

Raumati Beach and Queen Elizabeth Park, with Kapiti Island Bird Sanctuary in background. ☐



General services officer assistant *Jeff Austin*. ☐

Consular specialist *Heather McGregor*. ☐

While applying for a visa, Irish TV and stage personality *Dave Allen* visits with consular employees. From left: *Lorraine Taylor*, *'Pah Lemmon*, *Marilyn Zehrung* (seated on floor), *Brenda McKinty* and *Heather McGregor*. □

The promenade at Oriental Bay. □

Mailroom assistant *Peter Hindman*. □

Michelle Zehrung, a temporary helper in the consular section. □

Secretary *Davina Young*. □

Marine security guard *Steve Domeny* and Ambassador *Anne C. Martindell*, with Auckland consul general *Warren Slater*, his wife, *Renata*, and daughter, *Daphne*. □

BAGUIO
SUMMER
CAPITAL CITY
PHILIPPINES
Dodgers

It's time-out for the touch football players. From left: *John* and *Peter Tremblay*, *John Dols*, *Eric Larimore*. □

Librarian *Irene "Bunty" Norman* and *John Palmer* play croquet at the ambassador's residence. □

Public affairs assistant *Neil Anderson*. ■

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Administrative training				
Administrative Operations	—	—	19	3 weeks
General Services Operation	—	—	5	3 weeks
Budget and Financial Management	—	—	12	6 weeks
Personnel Laboratory	—	1	—	3 weeks
Seminar on Terrorism	3,17	8,15	to be announced	1 day*
				*Subject to change
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedures	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	—	19*	4 weeks
Consular Employees Professional Seminar	10	—	—	2 weeks
			*Tentative	
Executive development				
Executive Performance Seminar	16	—	18	5 days
Overseas Supervisory Workshop	—	7	—	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	12	2 weeks
Techniques of Negotiations	—	8	—	1 week
Analytic Reporting Skills	11	—	—	2 weeks
Orientation				
Foreign Service Secretarial Orientation	17	—	—	5 days
Departmental Clerical Orientation	10	—	12	5 days
Departmental Officer Orientation	—	—	20	2 days
Foreign Service Orientation	—	—	19	1 week
Foreign Service officer orientation	10	—	7	7 weeks
Secretarial skills				
Basic Office Skills	—	—	12	8 days
Human Relations and Secretarial Office Procedures	12	—	—	8 days
Clerical training				
Art of Dictation and Transcription Workshop	21	—	—	3 hours
Communication skills				
English and Communication Skills	—	—	12	10 weeks
Speech and Oral Communications	—	—	12	10 weeks
Elementary English Skills	—	—	12	6 weeks
Courses for managers				
Effective Writing in International Affairs	10	—	—	6 days
Effective Oral Communication for Managers	6	—	—	4 days
Workshop for Foreign Service families				
Workshop for Foreign Service Families	—	—	12	2 weeks
Community Skills	3	—	—	1 week
Re-entry	5,15	—	—	1 day

—(Continued on next page)

148th Foreign Service class completes studies

Thirty-seven members of the 148th class of the Foreign Service have completed their orientation studies at the Foreign Service Institute. The class includes seven officers in the Affirmative Action Junior Officer Program, and five in the mid-level program. Nine of the new officers are women.

The members come from 13 states and the District of Columbia, California and New York leading with five each. Three were born overseas — in Afghanistan, Colombia and Nicaragua. Fifteen have been assigned to the political cone; nine to the consular, seven to the administrative, and six to the economic/commercial cone.

The new officers have a total of 64 academic degrees, including 37 bachelor's or equivalents, 23 master's, and 4 doctorates. Several have studied abroad. One member, Peter Zabriskie, is a former Peace Corps director in Ghana; another member, Peter Kaestner, was a Peace Corps volunteer in Zaire. Two were captains in the Air Force—William Haugh and Mark Boulware. Three were former State Department summer interns—David Ochmanek, Scott Thayer and Margaret Vaeth. Several had worked in other federal agencies. The average age of the class is 30. State members of the 148th class are:

Luis Acosta, James B. Allen, Steven L. Blake, Sherman Boone, Mark M. Boulware, Roberto Brady, Jacquelyn Briggs, Thomas W. Callow, Bruce Connuck, Glyn T. Davies, Charles W. Evans, Jonathan D. Farrar, Mitchell H. Feigenberg, Henry Gaddis, Raymond J. Gonzales, William J. Haugh, Kenneth M. Hillas Jr., John B. Hitchcock, Barbara F.

Alumni being sought

International House at the University of California, Berkeley, is marking its 50th anniversary and is seeking its "lost" alumni so they may be included in the events. Write to Mr. Warrick, 2299 Piedmont Ave., Berkeley, Calif. 94720. ☐

Hughes, Peter G. Kaestner, Jerrold I. Keilson, Angela Kelsey, William R. McPherson, Helen Meagher, Kevin T. Nealer, Edwin R. Nolan, David A. Ochmanek, Hazel L. Robinson, Eloise Shouse, Raymond W. Suarez, Lisa Tender, Scott N. Thayer, Linda C. Turner, Margaret V. Vaeth, Robert M. Witajewski, Stephen M. Young and Peter J. Zabriskie. ☐

—(Continued from preceding page)

Area studies and language training

Program	Nov.	Dec.	Jan.	Length of course
Area studies				
Africa, Sub-Sahara	3	1	26	2 weeks
Western Europe	3	1	26	2 weeks
People's Republic of China	3	—	—	2 weeks
East Asia	—	—	26	2 weeks
Eastern Europe and USSR	3	—	26	2 weeks
Latin America	3	1	26	2 weeks
Near East and North Africa	3	1	26	2 weeks
South Asia	—	1	26	2 weeks
Southeast Asia	—	1	26	2 weeks
Language and advanced area courses				
French	17	15	12	20 weeks
German	17	—	—	20 weeks
Italian	17	—	—	20 weeks
Portuguese	17	—	—	20 weeks
Spanish	17	15	12	20 weeks
Familiarization and short-term (fast) courses				
Arabic	10	—	—	6 weeks
French (Metropolitan)	—	—	5	10 weeks
French (Sub-Sahara)	—	—	5	10 weeks
Russian	—	—	12	6 weeks
Spanish (Latin America)	—	—	5	10 weeks
Spanish (Europe)	—	—	5	10 weeks ☐

Scholarships for Foreign Service sons, daughters

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, has awarded 53 scholarships to college students and 25 merit awards to recent high school graduates. All the winners are dependents of Foreign Service personnel. Listed below are recipients of the scholarships for the 1980/81 academic year:

Erik N. Anderson; Marit C. Anderson; Rolf R. Anderson; Margaret A. Brogley; Mark E. Brogley; Virginia M. Brogley; Barbara F. Brown; Tamara E. Brown; Kristen D. Coor; Robert J. Corcoran Jr.; Christine Curley; Marina S. D'Angelo; Mauro G. D'Angelo; Robert A. D'Angelo; Michael S. Dropik; Patricia L. Dropik; Paul S. Dwyer Jr.; Kathryn D. Fagan; Hope E. Falligant; Jonathan A. Fischer; Melissa J. Garza; Deborah C. Hagen; Elizabeth E. Hayden; Katherine R. Hayden, Mark A. Hubler; Stephen A. Hubler; Brenda Jones; Frances M. Kirk; Karen E. Leonard; Melissa G. Mark; James C. McClure; James W. McNeill; John C. Murray Jr.; Marea M. Murray; John P. Myers; Michael A. Paulin; Carolyn R. Phillips; Patricia R. Phillips; Caitlin J. Porter; Jeanne-Marie Pogue; John R. Pogue, William F. Pogue; Kai J. Reinertson; Kari C. Reinertson; Krag C. Reinertson; Anne M. Scanlon, Michael P. Scanlon; Harrison B. Sherwood Jr.; Nora Sherwood; Susan C. Sigda; Jennifer K. Wellde; Thomas S. Wildermuth.

State's winners of the merit awards for "excellent high school records and extracurricular achievements":

David G. Brown; Carol Anne Cizauskas; Juliet A. Davison; Tatyana J. Day; Sheila Dols; Karen Cecile Eisner; James F. Elfers; Kenneth C. Harris; Lisa Anne Jackson; Michael H. Meresman; Paul D. Ozzello; Wendell A. Piez; Caitlin J. Porter; Lester Paul Slezak Jr.; Marc W. Taubenfeld; Ann M. Weber; Michael David Whiting; Pamela Wilkinson.

Funds for the awards come from Bookfair and donations. Students who wish to apply for awards should write to the AFSA Scholarship Program, 2101 E Street N.W., Washington, D.C. 20520. Applications for the 1981-82 academic year will be available in November. ☐

Meandering in Madrid

(Reprinted from Que Pasa, U.S. embassy newsletter)

It is essential for anybody who wants to enter into the spirit of Madrid life to have a stroll before dinner. Just as it is the custom to have an aperitif at one of the smart bars or cafés, so one is called upon to go on a pub-crawl through the heart of Madrid from eight o'clock in the evening until dinner-time, which here means any time from ten until eleven. The thing to ask for is a "chato," a small glass of red or white wine, which is accompanied by "pinchos" or "tapas"—tidbits of fried fish, veal, prawns (either plain of fried in butter), fish in oil and vinegar, cheese, mussels or slices of sausage. The best places to go are the bullfighters' taverns. ☐

Scholarship in memory of Sterling Cottrell

The Monterey (Calif.) Institute of International Studies has announced formation of a memorial scholarship in honor of the late Sterling Cottrell, a Foreign Service officer who served in Latin America and the Far East. After retiring, he was executive director of the San Francisco World Affairs Council. He later became a senior fellow at the Monterey Institute, providing counsel and guidance to students who desired careers in the Foreign Service. Mr. Cottrell was instrumental in establishing the yearly seminars and workshops held at the institute to prepare students for the Foreign Service entrance examination.

(See obituary, Page 58)

In announcing establishment of the scholarship fund, the institute said it hoped to raise funds to establish an endowment for a scholarship restricted to those students needing financial support and desiring careers in the Foreign Service. Contributions are being accepted at the Office of Development, P.O. Box 1978, Monterey, Calif. 93940. ■

Many-in-one charity drives now coyly announce that they are putting all their begs in one askit.—Relayed by Patti Morton, Office of Security. ☐

American diplomacy 1780

By Jan K. Herman

October 1780

A Prisoner of State

In a guardhouse near Tappan, New York, not far from West Point, a condemned man writes an eloquent plea to General Washington. John André's last request to die a soldier's death before a firing squad is denied. For his role as a spy in the Arnold treason, he must die on the gallows.

Along the South Carolina border during the first week of the month, British and American troops clash as a force sent by Cornwallis attempts to cross into western North Carolina. Major Patrick Ferguson,* Scottish inventor of a breech-loading rifle, has taken on the "mountain men," back-country rebels, whose prowess with the long rifle is exceeded only by their fierce independence. A force of about 2,000 frontiersmen now have him and his Loyalist detachment on the run. Ferguson decides to make his stand atop King's Mountain, a mile and half south of the North Carolina border.

By the morning of the 7th, a rebel lurks behind every tree and rock at the mountain's base. The Tory troops charge down alternate slopes of the mountain with fixed bayonets, but are forced to retreat back uphill, losing many of their comrades in the process. One ranking American states the obvious: The hill is "more assailable by the rifle than defensible by the bayonet." In less than an hour, Ferguson's gentleman war is over. He is struck by several bullets and killed. Before one of his subordinates raises the white flag, almost the entire command is wiped out as a fighting force. Cornwallis' dream of conquering North Carolina has come to an early conclusion.

In Holland, John Adams patiently awaits the arrival of Henry Laurens, the wealthy South Carolinian planter whom the Congress has appointed minister to The Hague. But Laurens is overdue, not having been heard from since he embarked for Europe this past summer. It seems that his voyage was not an uneventful one. Early last month, the British intercepted his brig off Newfoundland, and he now resides sick and emaciated in the Tower of London. He is not a prisoner of war but a prisoner of state—a rebel against the king and traitor to England. A witness to his incarceration writes on the 17th: "His outer room is but a very mean one, not more than twelve feet square, a dark, close bedroom adjoining, both indifferently furnished, and a few books on his table; no pen and ink or newspaper has been allowed him, but he has a pencil and a memorandum book, in which he occasionally notes things. . . ." Laurens' teenage son is finally allowed 30 minutes to see his father but "the warden of the Tower and a yeoman of the guard are constantly at his elbow. . ."

(One of a series)

The implications of Laurens' capture and imprisonment are far-reaching. A great deal more than his ultimate fate hangs in the balance. In the moments following his capture by the frigate *Vestal*, an insufficiently weighted sack floated to the surface to be snagged by British sailors. It contained all his personal papers, including a worthless, unauthorized treaty of alliance drafted by Arthur Lee and some Dutch burghers. London now has conclusive evidence that the Dutch have violated their neutrality by secretly negotiating with the Americans. Britain threatens war, and the threat is not viewed by the Dutch as an idle one. John Adams' hard-won relations with officials and merchants suddenly begin to sour. ■

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*—At the Battle of Brandywine in September 1777, Ferguson had his first opportunity to change the course of history. Concealed in a wood with three marksmen, Ferguson saw two mounted Continental officers, one of high rank, wearing "a remarkable, large cocked hat." The other was dressed in a French hussar's uniform. Ferguson's men fixed the two in their sights, but the Scotsman felt a pang of conscience and decided instead to capture the pair alive. He stepped from cover and ordered them to dismount, but they wheeled and galloped off, even as Ferguson aimed his rifle at the American officer. The gentleman major later wrote: "I let him alone, disgusted with the idea of firing at the back of an individual who was acquitting himself very coolly of his duty." Washington was spared, as was, perhaps, the Revolution.

PERSONNEL: Civil Service

PROMOTIONS

(August)

GS-15

Paul C. Bell, Office of Operations, Visual Services Division; **William E. Sims**, Office of Executive Director of Department.

GS-14

Alta Maurine Brenner, Bureau of Personnel, Foreign Nationals Division; **Mary Ann Yoden**, Bureau of Public Affairs.

GG-14

David Scott Palmer, Foreign Service Institute.

GS-13

William J. Lowell, Economic and Business Affairs.

GS-12

Antonia B. Hawkins, Office of Executive Director; **Damon I. Miura**, Passport Office, Los Angeles; **Keldth M. White**, Office of Operations, Foreign Affairs Information Management.

GS-11

John M. Board, Passport Office, New Orleans; **Debra Gayle Brooks** and **Jon Howard Jackson**, Bureau of Personnel; **Veda R. Luszcz**, International Organization Affairs; **Thomas H. Mayr**, Overseas Citizens Services; **Montague J. Shepherd**, Office of Operations, Supply and Transportation Division.

GS-9

Vincent F. McGinnis, Passport Office, Miami; **Mary A. Murray**, Overseas Citizens Services; **Claudia Joan Reppert**, Economic and Business Affairs.

GS-8

Martha L. Condon, Bureau of Public Affairs; **Gracie M. Davis**, East Asian and Pacific Affairs; **Marlene Garcia** and **Mary M. Schneider**, Inter-American Affairs; **Sue L. Goode**, Intelligence and Research; **Joanne C. Gugino**, **Barbara K. Hambrick** and **Linda C. Leyble**, Executive Secretariat; **Barbara A. James**, Office of Under Secretary for Management; **Joan E. Kondash**, Office of Legal Adviser; **Marsha J. Tillman**, Politico-Military Affairs, Office of Disarmament.

GS-7

Susan D. Crawford and **LaVerne W. White**, Foreign Service Institute; **Eva M. Harris**, Passport Office, Los Angeles; **Geoffrey F. Hermesman** and **Linda L. Sizer**, Office of Operations, Foreign Affairs Information Management; **Maria K. Smith**, Inter-American Affairs; **Wanda L. Thomason** and **William A. Turley Jr.**, Bureau of Personnel; **Peggy King Whitmire**, Passport Office, Houston; **Yvonne Williams**, European Affairs.

GG-7

Michael D. Walker, U.S. Mission to UN.

GS-6

Audrey C. Davis, Intelligence and Research; **Linda S. Dobey** and **Micaela M. Kooiman**, Office of Inspector General; **Sandra J. Drayton**, Bureau of Public Affairs, Office of Public Programs; **Jean Ann Duncan**, Bureau of Administration; **Deborah E. Graze** and **Phyllis M. Williams**, European Affairs; **Gayana Jurkevich**, Bureau of Personnel; **Elizabeth Koniuszkow**, Office of Operations, Families Management and Administrative Services; **Angela C. McCall**, Politico-Military Affairs; **David Robert Ostroff**, Operations Center; **Julia Roth Steele**, Foreign Service Institute; **Willie G. Wooten**, Medical Services.

GS-5

Brenda L. Connors and **Patricia Tara Sears**, Operations Center; **Dorothea B. Cotten**, Bureau of Administration; **Jesse Dobbs**, Consular Affairs; **Phyllis A. Harley** and **Margaret Ann Murchison**, Office of Security; **Gary Kenneth Plaag**, Information Systems Office, Systems Design and Programming Division; **Harold J. Slaughter Jr.** and **Anita D. Smith**, Economic and Business Affairs; **Patricia T. Smith**, Bureau of Personnel; **Willistine D. Turner**, Medical Services.

GS-4

Victoria Ann Dollins, Economic and Business Affairs; **Gina Renee** and **Marilyn R. Goldstein**, Passport Office, Stamford; **Iris N. Gil**, Office of Operations, Supply and Transportation Division; **Tonya V. Haugabrook** and **Kathleen A. Helm**, Office of Security; **Corlis A. Holmes**, Office of Comptroller, Finance Office; **Stephen George Kulesza**, Communications Center; **Brenda D. Russell** and **Antoinette C. Smith**, Passport Office, Los Angeles.

GS-3

Jeffrey L. Allen, Passport Office, Detroit; **Edolia Williams Henry**, Passport Office, Houston; **Sybil E. King**, Passport Office, New York.

NEW APPOINTMENTS

(August)

Anderson, Cheryl R., Office of Comptroller, Finance Office
Anderson, Lynn Y., Near Eastern and South Asian Affairs
Aubin, Estelle R., U.S. Mission to UN
Augustosky, Audrey J., Information Systems Office, User Support Services Staff
Avery, Dennis T., Intelligence and Research
Ayala, Yolanda, Passport Office, Boston
Bailey, Jerlene, Pouch and Courier Operations Division
Benjamin, Karen A., Communications Center
Billings, Tamara E., Administrative and Clerical Pool
Bodine, Anne C., Office of Executive Director
Brown, Barbara Ann, Passport Office, Washington
Clemons, Michael, Office of Operations, Facilities Management and Administrative Services
Dukes, Renee Lavern, Passport Office, Stamford
Elias, Lillian, U.S. Mission to UN
Emery, Larry L., Office of Comptroller
Ferguson, Herbert D., Administrative and Clerical Pool
Freimuth, Lorraine Evelyn, Passport Office, Los Angeles
Gaetano, Susan G., Near Eastern and South Asian Affairs
Garner, Ann K., European Affairs
Garner, Bridget, Passport Office, Stamford
Goodwin, Lisa Jeanne, Office of Executive Director
Gorski, Carol M., Office of Operations
Grigsby, Carol A., President's Commission for a National Agenda for the '80s
Haft, Marilyn G., U.S. Mission to UN
Hage, Richard Samuel, Pouch and Courier Operations Division
Harrison, Glenndora Naomi, Passport Office, Records Branch
Hawkins, Sandra K., Passport Office, Records Branch
Heisler, Mary E., Office of Operations, Foreign Affairs Information Management
Holmes, Bernice C., Economic and Business Affairs, Industrial and Strategic Materials Division
Holmes IV, Christian R., Office of Refugee Programs
Huliban, Siobhan R., Administrative and Clerical Pool
Hunter, Mae Virginia, East Asian and

Pacific Affairs

Iszkowski, Marie-Charlotte, Foreign Service Institute

James, Cleveland, Pouch and Courier Operations Division

Jarquin, Vidal, Foreign Service Institute

Johnson, Grover Le Roy, U.S. Mission to UN

Jones, Estrellita N., International Organization Affairs, Policy Management Staff

Kasajima, Junichi, Foreign Service Institute

Krussel, V. Jean, International Organization Affairs

Kuyatt, Ferdinand G., Office of Operations, Facilities Management and Administrative Services

Lathram, Layne C., Foreign Service Institute

Lee, Ivy Elizabeth, Office of Operations, Foreign Affairs Information Management

Lentz, Mary C., Administrative and Clerical Pool

Lively, Elizabeth G., Bureau of Personnel

Livornese, John Joseph, Pouch and Courier Operations Division

Lovelace, Kevin, Passport Office, Records Branch

MacEwen, Janice Lee, Office of Operations, Facilities Management and Administrative Services

Mahute, Jolene L., Administrative and Clerical Pool

Malkin, Lynette N., Bureau of Personnel

Matthews, Robert L., Pouch and Courier Operations Division

Mazur, Patricia A., Administrative and Clerical Pool

McCloud, Donald L., Office of Operations, Foreign Affairs Information Management

McCall, Susan Cameron, Office of Comptroller, Finance Office

McCree, Carol Elayne, Office of Operations, Foreign Affairs Information Management

Miller, Jeffrey D., Administrative and Clerical Pool

Nash, Jonathan R., Administrative and Clerical Pool

Palmer, Articlees, Passport Office, Records Branch

Payne, Elspeth B., Economic and Business Affairs

Perrish, Evelyn Delores, Office of Operations, Foreign Affairs Information Management

Quarles, Cynthia Robena, Pouch and Courier Operations Division

Redding, Everta, Passport Office, Records Branch

Richards, Sharon, Office of Comptroller, Finance Office

Robinson, John C., Passport Office, Miami

Wage board promotion

Leslie B. Jefferson, Diplomatic Pouch and Courier Operations Division, has been promoted to WG-5.☐

Rolen, Dawn A., Passport Office, Records Branch

Roy, Hita Brata, Foreign Service Institute

Rucker Jr., James, Pouch and Courier Operations Division

Rusinko, David Joseph, Passport Office, Los Angeles

Sandoval, Carlos J., U.S. Mission to UN

Schumacher, Karin A., European Affairs

Scrosia Jr., Jerry T., U.S. Mission to UN

Seifart, Benefrida, Foreign Service Institute

Silas, Joanne, Passport Office, Records Branch

Soto, Wanda I., Office of Operations, Supply and Transportation Division

Steininger, Michael Gary, Bureau of Administration

Swann, Felecia W., Bureau of Personnel

Tart, Terry Rochelle, Passport Office, Philadelphia

Theodore, Armine, Foreign Service Institute

Tolbert, Butrina B., Passport Office, Houston

Uoung, Gregory, Pouch and Courier Operations Division

Vance, Sharon A., Passport Office, San Francisco

Vigil, Becky J.D., Administrative and Clerical Pool

Walendowski, Tadeusz K., Foreign Service Institute

White, Donna Maria, Intelligence and Research

Wolf, William John, Office of Operations, Supply and Transportation Division

REASSIGNMENTS

(August)

Anderson, Brenda M., Bureau of Personnel to Foreign Service Institute

Arnold, Pamela I., Administrative and Clerical Pool to Office of Security, Special Assignments Staff

Corbett, Curtis, Office of Operations, Foreign Affairs Information Management to Office of Comptroller, Finance Office

Deitchman, Kathryn Ann, Office of Operations, General Services Division to Pouch and Courier Operations Division

Eilertson, Margaret J., Economic and Business Affairs to Inter-American Affairs

Fitzpatrick, Kathleen M., International Organization Affairs to Intelligence and Research

Fritsche, Sue Carolyn, Office of Comptroller, Finance Office to Consular Affairs

Gillespie, Stephanie A., Consular Affairs to East Asian and Pacific Affairs

Glasberg, Deborah M., Office of Operations, Foreign Affairs Information Management to Intelligence and Research

Harrison, Diane, International Organization Affairs to Bureau of Personnel

Johnson Jr., Gable, Passport Office, General Services Branch to Consular Affairs

McCarron, Bernadette M., Inter-American Affairs to Office of the Secretary

Miller, Steven A., Administrative and Clerical Pool to Office of Security, Washington Field Office

Monroe, Twana M., Medical Services to Office of Operations, Foreign Affairs Information Management

Ponting Jr., Harry T., Administrative and Clerical Pool to Office of Security, Document and Information Systems Division

Putnam, Dawn Marie, Office of Operations, Supply and Transportation Division to Consular Affairs

Strahsmeier, Rose M., U.S. Mission to Organization of American States to European Affairs, Soviet Office

Westley, Hilarie A., Administrative and Clerical Pool to International Organization Affairs

RESIGNATIONS

(August)

Bartley, Dorann, Office of Executive Director

Blackett, James N., Passport Office, Los Angeles

Brown, Novella K., East Asian and Pacific Affairs

Brown, Teri Lynn, Bureau of Personnel

Canciglia, Patricia A., Administrative and Clerical Pool

Chang, Jin O., Foreign Service Institute

Cohen, Stephen B., Human Rights and Humanitarian Affairs, Office of Human Rights

Coleman, Sally M., Visa Office, Immigrant Visa Control and Reporting Division

Cotton, Angela Maria, Foreign Service Institute

Dimmock, Jonathan E., Administrative and Clerical Pool

Dudley, Betty J., Foreign Service Institute

Fasce, Silvia Rosa, Foreign Service Institute

Friend, Susanne E., European Affairs

Furey, Dorothy, Administrative and Clerical Pool

Gillis, Jane Considine, Office of Operations, General Services Division

Gomes, Chandra, Office of Operations, Supply and Transportation Division

Haltom, Travis F., U.S. Mission to UN
Hamilton, Francine T., Office of Security, New York Field Office
Haufe, Susan M., Bureau of Public Affairs, Office of Public Communication
Homer, Valerie J., Passport Office, Stamford
Husoskey, Veronica, Visa Office, Office of Field Support and Liaison
Jeffery, Angela A., Consular Affairs
Johnson, Martha J., Overseas Citizens Services
Kamel, Nermine M., Foreign Service Institute
Kowalski, Barbara D., U.S. Mission to UN
Kreutz, Cecilia, Foreign Service Institute
Lagomarcino, Leslie K., Bureau of Personnel
Lane, Malien P., Foreign Service Institute
Ledesma, Francine, Foreign Service Institute
Lee, Darlene C., Office of Operations, General Services Division
Lee, Geraldine L., Passport Office, New York
Lerman, Ariella, Foreign Service Institute
Major, Mary M., U.S. Mission to UN
Marling, Deborah L., Near Eastern and South Asian Affairs
Marling, Elisabeth M., European Affairs
Michaud, M. Grace, Passport Office, Special Issuance Center
Morse, Ronald A., Intelligence and Research, Northeast Asia Division
Nelson, Jean M., Office of Security, Dignitary Protection
Newman, William E., Communications Center
Ortiz, Joseph, U.S. Mission to UN
Pittenger, Katherine Ann, Passport Office, San Francisco
Reston, Thomas B., Bureau of Public Affairs
Riddick, Gina L., Medical Services
Riley, James J., Office of Operations, Supply and Transportation Division
Rumley, Mary Ruth, Economic and Business Affairs
Schiavone, Joseph U., Pouch and Courier Operations Division
Schneck, Mary K., Office of Chief of Protocol
Sharnoubi, Sanaa, Foreign Service Institute
Szopiak, Wilhelmina E., Administrative and Clerical Pool
Takeuchi, Kinu, Foreign Service Institute
Thompson, Rosa Lee, Passport Office, Los Angeles
Wardell, Gary David, Office of Comptroller, Finance Office
Whiddon, Jason Franklin, Medical Services
White, Jacqueline Gail, U.S. Mission to UN
Wilkes Jr., William N., Office of Refugee Programs
Yates, Kevin John, Passport Office, Records Branch

RETIREMENTS

(August)

Hoffman, Ruth A., Passport Office, Los Angeles
Roberts, Margaret Adele, International Organization Affairs, Office of International Conferences
Taylor, Sadie N., Intelligence and Research
Wood, Nancy Cooper, Intelligence and Research, Near East and South Asia. □

Service in Taiwan

Proposed regulations have been issued on reemployment rights for individuals who separate from federal employment for a period of service with the American Institute in Taiwan. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

FOREIGN SERVICE INSTITUTE—Recent graduates of the clerical orientation program, seated, from left: ***Tracy Frazier, Tamara Billings, Siobhan Hulihan, Dawn Rolen, Jean Augustosky, Felicia C. Ford, Jerlene Bailey, Richard Hage.*** **Standing:** ***Karen Benjamin, Rosemary Fleming, Karin Schumacher, Bernice Holmes, Mary R. Wood, Mary Lentz, Otis Jones, Robert Matthews, Patti Mazur, Jeffrey D. Miller, Yvonne Gurney, Ann Garner, Donna Garrett.*** **Not pictured: Becky Vigil, Barbara Brown, Herbert Ferguson, John J. Livornese.**□

PERSONNEL: Foreign Service

HAMILTON, Bermuda—The new U.S. consul general, *John P. Owens*, left, pays a courtesy call on Premier *David Gibbons*. (Photo by Neville K. Trott, Bermuda News Bureau) ☐

NEW APPOINTMENTS (August)

Acosta, Luis E., Equal Employment Recruitment Complement
Adams, Bruce, Office of Communications, Programs and Engineering Division
Alexander, Bertha L., Mogadishu
Alvey, Joseph C., Vienna
Arcos, Patricia C., Tegucigalpa
Bailey, Andrew P., Information Systems Office, Systems Design and Programming Division
Banks, Larry, Office of Communications, Programs and Engineering Division
Barber, Robert Dean, Office of Security, Washington Field Office
Barbour, Kirol R., Brussels
Barker Jr., William E., Manila
Becker, Pamela E., Caracas
Bender, Michael Clayton, Office of Security, Washington Field Office
Bernier, Lanny Roger, Office of Security, Washington Field Office
Bernius, Cathy L., Tegucigalpa
Boster, Davis Eugene, Classification/Declassification Center
Briggs, Jacquelyn L., Equal Employment Recruitment Complement
Brown, Susan May, Kingston
Cascio, Deborah Marie, Asuncion
Chambers, Robert G., Office of Inspector General
Chiarella, Ricardo, Lisbon
Conway, John J., Office of Security, Washington Field Office
Cotterman, M. Lee, Inter-American Affairs
Curtain, Marlene L., Bogota
Dunn, L. Milner, Classification/Declassification Center
Ellis, John R., Office of Security
Fairley, Edward Lee, Classification/Declassification Center
Gaddis, Henry Danton, Junior Officer Corps
Garibay, Rita A., Mexico
Gelman, Morris S., Buenos Aires
Givens, Dolores Marie, Leningrad
Griggs, Mary H., Office of Security, Washington Field Office
Grimes, B. Marie, U.S. Mission, Geneva
Gwizdak Jr., Stanley B., Baghdad
Harris, Carolyn P., The Hague
Hollman, Carroll G., Istanbul
Hudspeth, Michael J., Office of Security, Washington Field Office
Hughes, Barbara F., Equal Employment Recruitment Complement
Jelen, Patricia-Anne White, Kingston
Johnston, Jason Scott, Office of Legal Adviser
Jones-Richardson, Vedia, Bureau of Personnel
Jones, David W., Doha
Kane, Marian Ann, Managua
Kassinger, Jackie J., Athens
Kaufmann, John Henry, Office of Security, Washington Field Office
Kelsey, Angela M., Junior Officer Corps
Kennon, Shirley A., Family Liaison Office
Koenig, Rudolph J., Freetown
Kowalchek, Kenneth C., Yaounde
Kriekger, Marion Teresita, Kingston
Layne, Richard L., Madrid
Lincoln, Wesley, Karachi
Liscouski, Robert Peter, Office of Security, Washington Field Office
Longo, Francesco, Sao Paulo
Macabio, Nemesia J., La Paz
Martin, Charles M., East Asian and Pacific Affairs
McCumber Jr., Murrell C., Paris
Mizelle, Dempsey B., Bonn
Mooney, Diane, Belgrade
Morris, Scott Richard, Kingston
Myerson, Jacob M., Paris
Pasos, Lydia R., Mexico
Perri, Rosetta, International Organization Affairs
Phillips, Virginia D., Monrovia
Price, Linda Kay, Seoul
Proctor, Michael S., Caracas
Rafalko, Frank J., Brasilia
Reynolds, Charles M., Tel Aviv
Richards, Anthony Joseph, Office of Security
Rinker, Michael Joseph, Damascus
Roberts, Esther Pearl, Medical Services
Ronto, Jack W., Inter-American Affairs
Rubino, Samuel Anthony, Khartoum
Rutter Jr., Royal Lawrence, Rio de Janeiro
Sainz, Claire R., Guatemala
Saylor, Wilford, Office of Communication, Programs and Engineering Division
Snead, Donald H., Brussels
Stanko, Richard F., Office of Security, Washington Field Office
Starr, Gregory Bowne, Office of Security, New York Field Office
Stein Jr., John J., Office of Security, Washington Field Office
Stockman, Christine, Cairo
Tejada, Audrey Dolar, Bureau of Personnel
Thompson, Malcolm, Inter-American Affairs
Traxler, Mark D., Muscat
Tucker, Carl A., Antananarivo
Turner, Linda C., Junior Officer Corps
Vaeth, Margaret, Junior Officer Corps
Van Nooten, Errol E., Office of Security, Washington Field Office
Welles, Linda J., Inter-American Affairs
Whitehead, Carmen Mary, Mexico
Wilhelm, Glynn, Office of Communications, Programs and Engineering Division
Williamson Jr., Daniel L., London

Witajewski, Robert M., Junior Officer Corps
Wood, Jack G., Classification/Declassification Center
Wood, Nancy Cooper, Classification/Declassification Center

TRANSFERS
(August)

Abell, Nancy C., Consular Affairs to Edinburgh
Able, Patricia J., Reykjavik to Moscow
Adams, Linda K., Amman to London
Agnew, Nancy Anne, Inter-American Affairs to Brasilia
Ahring, Raymond C., Moscow to Bogota
Allocca, Richard, Mogadishu to African Affairs
Amaral Jr., Arthur, Athens to Office of Communications
Angevine, Charles E., Foreign Service Institute to Tokyo
Archer, Edward E., Santiago to Helsinki
Arenas, Manuel, Bogota to Montevideo
Ashley, Rachel Christine, Soviet Affairs to Dhahran

Foreign Service promotion

Foreign Service officer Leigh Morse has been nominated for promotion to Class 5, as a result of findings of the Class 6 Selection Board. Her name was inadvertently omitted from the list published in the recent NEWSLETTER supplement. ☐

August, Heidi, International Organization Affairs to U.S. Mission, Geneva
Auldridge, Stephen E., Sinai Field Mission to Seoul
Ayling, Robert S., Halifax to London
Barry, Catherine, Executive Secretariat to Quebec
Barry, Michael T., Commerce Department to Central American Affairs
Basora, Adrian Anthony, Commerce Department to Economic and Business Affairs, Office of International Finance and Development
Battle, Vincent M., Tunis to Damascus
Becker, Frederick A., Brasilia to Inter-American Affairs
Bell, Randolph M., Prague to Vienna
Beltz, David D., Ghana to Office of Communications, Programs and Engineering Division
Bennett, David C., Nouakchott to Budapest
Benson, Ross E., Tijuana to Operations Center
Bermingham, James F., Office of Security, Foreign Operations Division to Bonn
Berry, Ann R., Economic and Business Affairs, Textiles Division to Athens
Beyer, Gordon R., East African Affairs to Kampala
Biddle, Robert W., Foreign Service Institute to Izmir
Bies, Bernard W., Germany to Valletta
Bimmerle, Diann M., Department of Commerce to Seoul
Blair, Donna M., Hong Kong to Buenos Aires
Blakely, Sidney H., Foreign Service Institute to Information Systems Office
Blanchard, Philip C., Communications Center to Bonn
Boehm, Richard W., Kathmandu to Ankara
Bolen, David B., Berlin to European Affairs
Bonsteel, Christopher M., Mexico to Buenos Aires
Booth, Edward D., Foreign Service Institute to Moscow
Borom, Jeraldine N., Germany to Kingston
Boswell, Eric J., Quebec to Bureau of Personnel, Foreign Service Career Development and Assignments
Boyke, Robert, France to Tunis
Boyle, Walter Francis, Damascus to Barcelona
Brania, Patricia A., Managua to Quito
Brattain, Steven M., Economic and Business Affairs, Office of Business Practices to Nicosia
Brayton, Donald E., Athens to Office of Communications

INTER-AMERICAN AFFAIRS—Assistant Secretary *William G. Bowdler*, right, presents Meritorious Honor Awards to Caribbean country desk officers *Julien LeBourgeois*, second from left, and *Therese Kleinkauf*. At left is *Robert Warne*, director, Office of Caribbean Affairs. *(Photo by David M. Humphrey, Visual Services)*☐

Brims, John S., Karachi to Lahore

Brown, Claudia A., Mexico to Panama

Brown, Warrington Edwin, Turkey to Rome

Brown, William B., Medical Services to Lisbon

Brown, William C., Karachi to Office of Communications, Programs and Engineering Division

Bruguier, Thomas, Hong Kong to Frankfurt

Brunton, Thomas A., Bogota to Sao Paulo

Bunton, Cynthia Regina, Tegucigalpa to Copenhagen

Burghardt Jr., Raymond F., Hong Kong to East Asian and Pacific Affairs, Vietnam, Laos, and Cambodia

Butcher, Duane C., Sweden to Nairobi

Butler, William Marcellus, Bangkok to Seoul

Caldwell, William Van D., Tijuana to Intelligence and Research

Campbell, Ann P., India to Montreal

Casey, Burke M., Athens to Paris

Chaveas, Peter R., Foreign Service Institute to Niamey

Chin, Alvin H., Fukuoka to Office of the Comptroller

Christenson, Richard A., Tokyo to Yokohama

Christy, Gene Burl, Ankara to Foreign Service Institute

Clifton, Jay C., France to Bujumbura

Cole, Juanita L., New Delhi to Tunis

Colloton, Carol A., International Organization Affairs to Vienna

Cook, Maurice M., Junior Officer Corps to Mexico

Cooper, Dean H., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control to Seoul

Cotter, Michael W., Foreign Service Institute to Ankara

Covey, William Lee, Ottawa to London

Cox, Barbara F., Dar-es-Salaam to African Affairs

Crowley Jr., John J., Caracas to Paramaribo

Crowley, Edwin D., Bern to European Affairs

Cruz, Mary P., Montevideo to Inter-American Affairs

Cundiff, Carl C., African Affairs to Lagos

Cunningham, Carl B., Foreign Service Institute to Santo Domingo

Daly, Rhonda Gunkle, Inter-American Affairs to Santiago

Daly, Vincent S., Inter-American Affairs to Santiago

Danga, Karl Imants, Seoul to Bridgetown

Davis, John R., Inter-American Affairs, Central America Office to St. Johns

Davison, John S., Cotonou to Antananarivo

Dawkins, Stephen P., Foreign Service Institute to Victoria Mahe

PORT-OF-SPAIN, Trinidad and Tobago—Meritorious Honor Award is presented to *William A. Headrick*, right, communications programs officer. His wife, *Sharon*, and administrative officer *Clarke W. Allard* are with him.□

Dejarnette, Edmund T., Bureau of Personnel to Dakar

Dent Jr., Lynwood M., Germany to Bureau of Administration

DeSantillana, Gerald, Special Domestic Assignment Division to Medellin

Diaz-Rodriguez, Luis F., Buenos Aires to Rabat

Dieffenderfer, John H., Tripoli to Dublin

Dilisio, Vilma Mae, Bermuda to European Affairs

Dolgoff, Lawrence, Germany to Manila

Donovan, Barbara W., Near Eastern and South Asian Affairs to Bonn

Donovan, James R., Office of Security, Washington Field Office to Bonn

Dougherty, Martin C., Istanbul to Manila

Duemling, Robert W., Ottawa to Foreign Service Institute

Dunbar Jr., Charles F., Nouakchott to Foreign Service Institute

Dunn, Jimmy C., Yaounde to Tel Aviv

Durkee, Sharon S., European Affairs to Santiago

Dwyer, Richard A., Georgetown to Fort-de-France

Ealum, James M., Foreign Service Institute to Dhahran

Edwards, Elizabeth A., Canada to Tel Aviv

Eidem, H. Roy, Monrovia to Milan

Emmons, Robert Duncan, Bureau of Personnel to London

Estrada, Roland G., La Paz to Rotterdam

Eures Jr., Ernest P., Manila to Paris

Eye Jr., Ralph F. W., International Communication Agency to Bureau of Personnel

Felt, John P., Department of Commerce to Economic and Business Affairs

Fenner, Leonard A., Office of Communications to Copenhagen

Fernandez, Joseph F., Spain to European Affairs

Fichte, Janice Lee Jacobs, Junior Officer

SUVA, Fiji—Ambassador *William Bodde Jr.*, left, and Governor General Ratu Sir *George Cakobau*, upon presentation of the ambassador's credentials.□

Corps to Lagos

Fichte, Royce J., Foreign Service Institute to Lagos

Finn, Robert Patrick John, Istanbul to Intelligence and Research

Fisher, Richard V., Foreign Service Institute to Casablanca

Fitzgerald, Frederick, Karachi to Office of Communications, Programs and Engineering Division

Fitzpatrick Jr., William G., Bonn to Montevideo

Flowers, Clifton W., Bonn to Frankfurt

Fochs, John E., Office of Communications, Program and Engineering Division to Brussels

Foose, Robert A., Dar-es-Salaam to Office of Communications

Fornoff Jr., Harold M., Wellington to Bureau of Personnel

Fortner, Luther C., Athens to Office of Communications

Fountain, Timothy Win, Cairo to Kuala Lumpur

Freres, Jay P., Kabul to Foreign Service Institute

Gamber, Daniel C., Foreign Service Institute to Prague

Gamber, Nancy E., European Affairs to Prague

Garber, Daniel H., Philippines to Monrovia

Gavin, Michael J., Foreign Service Institute to Bucharest

Geary, Richard M., Lahore to Paris

Gibbs, John H., Kigali to Maseru

Gibson, Robert H., Manila to Bonn

Gingles, Robert L., Foreign Building Office to Information Systems Office

Goldstein, George J., Office of Security to Guatemala

Goldstein, George L., Office of Communications, Programs and Engineering Division to Mexico

Grainger, Charles A., Abidjan to Paris

Greenberg, Allen S., Foreign Service Institute to Bonn

Greene, Herbert Phillips, East Asian and Pacific Affairs to Bangkok

Grymes Jr., Morrey E., Istanbul to Reykjavik

Gunn, Richard L., Singapore to Khartoum

Haegele, Richard G., Naha to Suva

Haines, Ellen K., Prague to Helsinki

Hall, James D., Ottawa to Pouch and Courier Operations Division

Hall, John E., Department of Commerce to Bureau of Personnel

Halliburton, Suneta Lyn, Lima to Inter-American Affairs

Hansen, Peter T., Rio de Janeiro to Johannesburg

Harding, Jamie, Bonn to Damascus

Harris, Henry Y., Guadalajara to Baranquilla

Hartley II, John J., Foreign Service Institute to Mbabane

Hartman, Richard S., Brasilia to Monrovia

Harvey, Barbara S., Singapore to East Asian and Pacific Affairs, Vietnam, Laos and Cambodia

Harwood, Douglas James, Milan to Office of Refugee Programs

Hassett, Frederick H., Argentina to Kingston

Hawes, John H., Vienna to Brussels

Hayes, Edward R., Tel Aviv to Office of Communications

Hazzard, David F., Guinea-Bissau to Salisbury

Henshaw, Diana E., Bureau of Public Affairs, Office of Public Programs to Dusseldorf

Herbert, Kevin F., Mexico to Dublin

Higgins, Roy R., Brussels to Warsaw

Higham, James A., European Affairs to

Ankara
Hill, Michael W., Office of Communications to Damascus
Hiraga, George M., Tokyo to Seoul
Hobbs, Harry D., China to East Asian and Pacific Affairs
Holmberg, Stephen A., Paris to Bridgetown
Hoog, John F., Singapore to Seoul
Horan, Hume A., Consular Affairs to Yaounde
Hornblow, Michael M., Near Eastern and Pacific Affairs to Vatican
Hughes III, James F., Nassau to Tel Aviv
Hulings III, Joseph S., Foreign Service Institute to Belgrade
Hunter, Robert G., Office of Communications to Chiang Mai
Illing, Robert F., Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs to Oporto
Immerman, Robert M., Foreign Service Institute to Tokyo

PRETORIA, South Africa—Foreign Service national *E. Valerie Kirkbride*, second from left, receives Meritorious Honor Award from charge *Howard K. Walker*. At right are *Norman E. Barth* and *Gail Downes*, both of the administrative section. *(Photo by Gary Zalas)* □

Jacobs, Stephen H., Italy to Jakarta
Jacobs, Susan S., Consular Affairs, Visa Office to Tel Aviv
Jeffers, Emily E., Inter-American Affairs to Managua
Johnson Jr., Walter E., Bahamas to Yaounde
Jomeruck, John H., Rio de Janeiro to Tokyo
Jones, David Taylor, Brussels to European Affairs
Jones, Harry E., Foreign Service Institute to Poznan
Jones, Henry N., Office of Security to Brussels
Jones, Teresa Chin, Brussels to Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy
Jornlin, Philip E., Manila to Budapest
Jury, Allan G., Bangkok to East Asian Affairs
Kamba, Lawrence F., Tripoli to Rabat
Karvonen, David W., Venezuela to Lima
Kaufman, Robert E., Brussels to U.S. Mission to UN
Kaya, Albert Mitsuo, Tokyo to Paris
Keeley, Robert V., African Affairs to Salisbury
Kelly, Edmund W., Athens to European Affairs
Kennon, Lawrence J., Pakistan to The Hague
Kent, Douglas Barry, Kingston to Helsinki
Keogh, Dennis W., Niamey to Pretoria
Kert, Lewis A., Berlin to Bern
Killgore, Andrew I., Doha to Near Eastern and South Asian Affairs
Kimble, Melinda L., Foreign Service Institute to Near Eastern and South Asian Affairs
Kincade, David H., Oslo to Office of Communications
King, Russel Frank, Barcelona to Warsaw
King, Stephen H., San Jose to San'a
Klein, Esther, Manila to Guatemala
Knott, Frank M., Switzerland to Bangui
Kochanek, Louis J., Poland to Sofia
Koritko, Andrew William, Islamabad to Office of Security
Kramer, John Stephen, Bonn to Communications Center
Kramer, Richard E., Kigali to Montreal
Kuchel, Roland Karl, Rome to Budapest
Kux, Dennis H., Turkey to Intelligence and Research
Kwiatkowski, Richard C., Ouagadougou to Lome
Lafleur, Jerome M., Frankfurt to Pouch and Courier Operations Division
Lafleur, Mary L., Frankfurt to Ottawa
Lane Jr., James B., Palermo to International Organization Affairs, Office of International Conferences
Ledesma, James V., Economic and Business Affairs to Paris
Lehovich, Vladimir, Bonn to European Affairs
Leininger, Wayne Stephen, Foreign Service Institute to Bureau of Personnel
Lerchbaum, Leon, Information Systems Office to U.S. Mission, Geneva
Liebowitz, Alexander T., NATO to Politico-Military Affairs, Office of Disarmament and Arms Control
Lierman, Gary B., New Delhi to Athens
Limprecht, Joseph A., Bonn to Foreign Service Institute
Lindstrom, Ralph E., Dhahran to Near Eastern and South Asian Affairs
Lingel, Craig Richard, Bremen to Hamburg
Linton, E. Mark, Hungary to Dublin
Little Jr., George W., Paris to Tokyo
Long, Bernard R., Tegucigalpa to Foreign Service Institute
Lorton, Ronald Dean, Near Eastern and South Asian Affairs to Islamabad
Loveridge, Roger L., Madrid to Abidjan
Lydon, Peter J., Calcutta to Vientiane
Lynch, Christopher F., Barranquilla to Bonn
Lynch Jr., Thomas A., Foreign Service Institute to Brussels
Lyne, Stephen R., East Asian and Pacific Affairs to Canberra
MacFarlane, Lewis R., African Affairs to Lubumbashi

Macklin Jr., Thomas E., African Affairs to Tel Aviv
Madison, Eric H., Junior Officer Corps to Jidda
Malde, Marianne S., Conakry to Bamako
Malinowski, Michael E., Afghanistan to Colombo
Malott, John R., Foreign Service Institute to Bombay
Marks, Edward, Bissau to Foreign Service Institute
Marquis, Alphonso George, Office of Deputy Assistant Secretary for Opertions to Freetown
Marsden Jr., Willard Ernest, Hong Kong to Guatemala
Marsden, Sandra J., Hong Kong to Guatemala
Marthinsen, Charles E., Egyptian Affairs to Doha
Martin Jr., James E., Lagos to New Delhi
Mason, Dwight N., Office of Under Secretary for Management to Ottawa
Matteson, Lois Jean, Foreign Service Institute to Douala
Maule, Robert W., Montreal to Consular Affairs, Visa Office
Maurel, Arthur A., Office of Security to Paris
Maxwell, David L., Brasilia to Kinshasa
Mayhew, Philip R., Amman to Politico-Military Affairs
McConnell, Donald J., European Affairs to Brussels
McElhoe, Lucille G., Kathmandu to Office of Comptroller, Finance Office
McCaffrey, Michael T., Bonn to New Delhi
McCarthy, John T., Brussels to Economic and Business Affairs, International Finance and Development Office
McCavitt, John J., Tripoli to Khartoum
McClure, James C., Mexico to Brussels
McCormick, Keith P., Southern African Affairs to Johannesburg
McCrory, Janet C., Vienna to Santo Domingo
McCulloch, Gerald, Foreign Service Institute to Inter-American Affairs
McElhoe, Chester W., Beirut to Damascus
McGlade, Clare M., Ethiopia to Rabat
McGrath, Julieann F., Switzerland to International Organization Affairs
McIntyre, John Michael, Colombia to Rio de Janeiro
McLendon, Ruth A., Consular Affairs, Overseas Citizens Services to Mexico
McWilliams Jr., Edmund F., East Asian and Pacific Affairs to Bangkok
Mehl Jr., Ralph E., European Affairs to Athens
Meyers Jr., Frank J., Lome to Bonn
Meyers, Marilyn Ann, Japanese Affairs to Yokohama
Michaud, Michael A.G., European Affairs to Belfast
Miller, David Norman, Madrid to Foreign Service Institute
Minton, Mark C., Tokyo to Policy Planning Staff
Mishler, Cletis L., El Salvador to Santo Domingo
Miskovish, Regina A., Stockholm to Belgrade
Mitchell, Katharine S., Junior Officer Corps to Bern
Mohr, Mark Elliott, Tokyo to East Asian and Pacific Affairs
Moody, William, Seville to Mexico
Moon, Richard B., Foreign Service Institute to Caracas
Moore, Herman E., Maputo to Tegucigalpa
Moreau, Lorraine M., Nicosia to Port-au-Prince
Morgan, Nancy E., Foreign Service Institute to Pretoria
Mull, Gerald C., Tel Aviv to Khartoum
Murray, William D., Jidda to Calcutta
Napoliello, Edward R., Office of Security, Investigations Division to Bogota
Neil, Bette J., Oslo to Secretariat Staff
Nelson, Barbara L., Japan to Manama
Newberry, Daniel O., Classification/Declassification Center to Ankara
Noonan Jr., Albert W., Tokyo to East Asian and Pacific Affairs
O'Brien, Linda K., European Affairs to Berlin
O'Brien, J. Michael, Romania to Berlin
Okun, Herbert S., Switzerland to Berlin
O'Neill III, Aloysius M., Foreign Service Institute to Tokyo
Oslick, Alan David, Monterrey to La Paz
Ostrander, Nancy, Paramaribo to Foreign Service Institute
Otero, Maria L., Foreign Service Institute to Moscow
Paradis, Douglas E., Foreign Service Institute to Tokyo
Parsons, Donald K., Mexico to Bureau of Personnel, Foreign Service Career Development and Assignments
Pascoe, B. Lynn, Foreign Service Institute to Moscow
Pattison, Hal W., Bucharest to Oran
Peck, Edward L., Iraq to Egyptian Affairs
Penn, Leo R., Office of Communications, Programs and Engineering Division to Kinshasa
Pennline, Sheila M., Chile to Inter-American Affairs
Perdew, John Frederick, Frankfurt to Office of Security, Washington Field Office
Peterson Jr., David A., China to Kampala
Phalen, Thomas P., Dublin to African Affairs
Piez, William, Tokyo to Japanese Affairs
Piper, Larry G., Office of the Secretary to Banjul
Plummer, Kenneth W., Mexico to International Organization Affairs, Office of International Conferences
Polasky, Frederick, Seoul to Krakow
Powell, Gladys Daghir, Paris to European Affairs
Powell, Glenn, Paris to Office of Communications, Programs and Engineering Division
Principe, Vincent Alfonse, Tripoli to Jidda
Purmalis, Ruth D., Paraguay to Bern
Putnam, Richard A., Foreign Affairs Information Management to Brussels
Rabie, Douglas P., Accra to Bangkok
Rattray, Alexander L., Canada to Islamabad
Rau, William E., Bureau of Personnel to Athens
Redmond, Richard J., Foreign Service Institute to Zagreb
Rhodes, Charles W., Brasilia to Monrovia
Richards, Fernando L., Dusseldorf to Office of the Secretary
Riordan, Jerris Kathleen, European Affairs to Pretoria
Ritter, Katharyn A., Lome to Bangkok
Robinson, Raymond G., Panama to Damascus
Rollins, Lloyd A., Tehran to Ottawa
Roman, Jacques, Abidjan to Bonn
Royle, Michael Sager, Montreal to Rabat
Ruebensaal Jr., Clayton F., Hamilton to Bangkok
Rumrill, Clark, Near Eastern and South Asian Affairs to Cairo
Runckel, Christopher W., Suva to Bangkok
Russell, Raymond J., Office of Security to Buenos Aires
Rutledge, Leonard D., Bangkok to Office of Communications
Ryan, Judith Allison, Munich to Pretoria
Ryan, Thomas A., Foreign Service Institute to Warsaw
Rychak, Wayne S., Office of Security to Brasilia
Saalfrank, Louise C., Korea to Nairobi
Salmon Jr., Charles B., Human Rights and Humanitarian Affairs to Wellington
Scanlon, Thomas J., Reykjavik to Bern
Scarlis, Basil George, Foreign Service Institute to Budapest
Scassa, Eugene L., Switzerland to Jidda
Schaeffer, Barbara M., Athens to Monrovia
Scheer, Stuart C., Bangkok to Bonn
Schiele, David L., International Organization Affairs to Geneva
Schiele, Marilyn Vlaovich, International Organization Affairs to Geneva
Schifferdecker, Arnold P., Foreign Service Institute to Ankara
Schoenberg, Raymond F., Colombia to Mogadishu
Schultz, Darrell W., London to Office of Communications
Schwartz Jr., Louis, Germany to Kingston
Scott, Claretta K., Foreign Service Institute to Genoa

Scott, Leslie Andrew, Lima to Inter-American Affairs
Seibert, Paul J., Athens to Office of Communications
Sergeant, William C., Oceans and International Environmental and Scientific Affairs to Cali
Shaw, David G., Montevideo to Tegucigalpa
Sheakley, Diane E., Jakarta to Lima
Sholl, Rebecca J., East Asian and Pacific Affairs to Bangkok
Shollenberger, John F., Foreign Affairs Document and Reference Center to Frankfurt
Sigler, Jackson L., Jidda to Near Eastern and South Asian Affairs
Simpson, Richard G., USSR to Nairobi
Skok, William Henry, Inter-American Affairs to Naples
Slavik, Pauline A., Kenya to Warsaw
Slovitski, Irene, Belgrade to Rome
Smith, Charles S., Bogota to Athens
Smith, Moffett R., Foreign Service Institute to International Atomic Energy Agency, Vienna
Smith, Richard J., Canadian Affairs to Ottawa
Soper, Charles F., Greece to New Delhi
Sorenson, Maxine E., Turkey to Frankfurt
Springer, Stephen R., San Salvador to Vienna
Stefan, Adrienne M., Oceans and International Environmental and Scientific Affairs to Paris
Stevens Jr., David L., Monrovia to Ankara
Stoeckert, Annette S., European Affairs to Ottawa
Stone, Curtis A., Department of Commerce to Manila
Strathearn, Bruce D., Tunisia to Jidda
Streeb, Gordon L., Switzerland to Office of Under Secretary for Economic Affairs
Swafford, John M., Foreign Service Institute to Madrid
Sylawa, Bernice Ann, Warsaw to Athens
Tagliani, William R., Junior Officer Corps to Kingston
Taylor, John R., Muscat to Mexico
Taylor, Lawrence Palmer, Jakarta to Ottawa
Taylor, Wade A., Office of Communications, Programs and Engineering Division to Moscow
Telles, Erminio, Lisbon to Office of Communications
Tepas, Lois E., India to Islamabad
Tewalt, Ronald L., Manila to Office of Communications
Theros, Patrick N., Damascus to Abu Dhabi
Thomas, Walter J., Brazil to Inter-American Affairs
Thompson, James R., Islamabad to Madrid
Thompson, Larry C., Special Domestic Assignments Program to Lima
Thompson, Richard S., European Affairs to Algiers
Thompson, Russell W., Philippines to Office of Communications
Trail III, George A., West African Affairs to Johannesburg
Troutman, Marilyn L., Santiago to Reykjavik
True, James W., Tijuana to Antwerp
Tua, Benjamin, Foreign Service Institute to Tokyo
Van Ausdal, Bette C., Bissau to Tunis
Vanravenswaay, Lyle A., Visa Office to Auckland
Vieira, John A., Abu Dhabi to Rabat
Vondensteinen, Erwin W., Central European Affairs to Bonn
Walker, Edward Lee, Caracas to Office of Communications
Warnell, Jimmie D., Office of Communications to Islamabad
Warnock, John A., Paris to Office of Coordinator of International Labor Affairs
Watson, Bobby L., Foreign Service Institute to New Delhi
Weintraub, Leon, Foreign Service Institute to Tel Aviv
Weissman, Philip, La Paz to Brussels
Weppner, A. Virginia, Office of Legal Adviser to Luxembourg
Werner, Sally, Tokyo to East Asian and Pacific Affairs
Wharton, Royal M., Foreign Service Institute to Leningrad
White, Joseph E., Helsinki to San'a
Williams, James E., Helsinki to Pouch and Courier Operations Division
Wilson, Robert J., Office of Operations, Supply and Transportation Division to Lima
Wisgerhof, Paul R., Monterrey to Caracas
Wolff, Alejandro Daniel, Junior Officer Corps to Oran
Wrampelmeier, Brooks, Abu Dhabi to Kuwait
Wright, Roderick M., Turin to Accra
Youngpeter, Thomas J., Mogadishu to Athens

RESIGNATIONS

(August)

Adams Jr., E. Avery, Bureau of Personnel, Board of Examiners
Ang, May L., Vienna
Blair, Maria Cristina, Monterrey
Bohrer, Thomas H., Tijuana
Bowlin, Alene R., Lima
Colby, Justine E., San Salvador
Defossett, William K., Office of Security, New York Field Office
Diggs, J. Hall, Secretariat Staff
Feuerwerger, Marvin C., Office of Senior Adviser to the Secretary
Fuller, Marsha Louise, Caracas
Grimmer, Dennis M., Department of Commerce
Hunt, Leamon R., Bureau of Personnel
Jones-Booker, Roberta, London
Junk, C. Patricia, Foreign Service Institute
Kingsley, Sunda Khin, Kingston
La Franchi, Margaret, The Hague
Ledbetter, Michael Brett, Bureau of Personnel
Lindgren, Susan Kathryn, Kingston
Lloyd, Janet West, Family Liaison Office
McArthur, Shirl F., Department of Commerce
Miller, Robert D., NATO
Misey, Edward G., Office of Legal Adviser
Rattray, Ann Dixon, Calgary
Reichard, Dorothy L., Mexico
Stone, Arlene C., San Jose
Sweeney, James J., Office of Security, Washington Field Office
Tamny, Mildred P., Inter-American Affairs
Weisand, Rita J., Medical Services

RETIREMENTS

(August)

Armstrong, Martin Harold, Office of Foreign Buildings
Brooks, Louise M., Overseas Citizens Services
Dolezal, Edward J., Milan
Eppinger Ummels, Vera F., Bern
Estep, Hunter L., Intelligence and Research
Harper, Elizabeth J., Consular Affairs, Visa Office
Hayne, William A., Oceans and International Environmental and Scientific Affairs, Office of Environment, Health and Natural Resources
Hobbs, Harry D., East Asian and Pacific Affairs
Holmes, Edward W., Accra
Hoyt, Michael P.E., Geneva
Keys, Jean E., The Hague
Killgore, Andrew I., Near Eastern and South Asian Affairs
Kogen, David, Frankfurt
Konkol, Genevieve M., Islamabad
Mattox, Henry Ellis, Bureau of Personnel
McCarthy, Robert J., Beijing
Myerson, Jacob M., Paris
Ozzello, James, Bureau of Personnel
Slater, Warren E., Auckland
Smith, Joseph L., Medellin
Szopa, Eugene S., Bureau of Personnel
Tait, Susan T., Office of Management Operations
Tanguy, Charles R., Office of Equal Employment Opportunity
Watson, Ellen V., Bureau of Personnel
Williamson Jr., Daniel L., London
Wilson Jr., Orme, Brussels
Wootton, Charles G., Organization for Economic Cooperation and Development☐

FOREIGN SERVICE NOMINATIONS

The Senate confirmed the following nominations on September 25:

Appointment as FSIO-4, consular officer, and secretary

Anthony William Sariti

Appointment as FSO-6, consular officers, and secretaries

Hector Pablo Barreyro
Earl Don Mannoia
Mary Cynthia Smoot

FSRs to be consular officers and secretaries

James M. Achterhof
Luis Enrique Acosta
Manuel F. Acosta
James Beach Allen
Earl R. Allison
Assad Amine
Gerald Christopher Anderson
Walter E. Andrusyszyn
Blaine David Benedict
Jon D. Berlin
John C. Bishop
Steven Lee Blake
Avis T. Bohlen
Barbara A. Bonamy
Sherman Gayloid Boone
Jacquelyn J. Borgel
Randolph E. Boswell
Mark M. Boulware
Barbara Jean Bowie
Richard E. Bradshaw
Roberto Gonzales Brady
Jacquelyn Owens Briggs
William E. Brooks
Karen S. Brown
Edward S. Browne
Judith F. Buncher
John Angelo Butler
Michael A. Butler
Keith Christian Buxton
Thomas W. Callow
James E. Campbell
Joseph D. Cardosi
Laraine Newhouse Carter
Dana T. Cartozian
Samuel J. Cerrato
Deborah A. Coates
Carol A. Colloton
Stephen L. Conn
Bruce Edward Connuck
John Owen Cook
José E.V. Cunningham
Andrew Czirjak
Glyn T. Davies
Kathleen Rebecca Davis
James J. Dolge
Frederick H. Donner
Raymond W. Eiselt
Lawrence McNicoll Giisuke Enomoto
Charles William Evans
Brian P. Fairchild
Jonathan D. Farrar
Mitchell H. Feigenberg
Alan C. Ferguson Jr.
John E. Ferguson
John Daniel Fernandez
Kenwood S. Foster
Stephen R. Fox
Henry Danton Gaddis
Priscilla Harter Galassi
Jenaro A. Garcia
John L. Gartin
Norman D. Glick
Raymond J. Gonzales
Douglas C. Greene
Robert B. Greene
Walter Greenfield
Gabriel Guerra-Mondragón
John R. Haberstroh
Mary Allyn Haines
Bobby Harris
William James Haugh
John Arthur Hedges
John W. Hendrix
John W. Hennessy
Kenneth MacLean Hillas Jr.
John Hitchcock
James Robert Holbein
Mark W. Huffman
Barbara Fitzsimmons Hughes
Miriam Irene Hughes
Stephanie F. Johnson
John B. Jones
Peter Graham Kaestner
Timothy B. Kane
Jerrold I. Keilson
Angela Maria Kelsey
George W. Kenning Jr.
Leonard J. Lange
Brent E. Lawson
Linda K. Lawson
Richard L. Layne
George Lee
Anna Maria Anderson Lehel
Margery Lemb
Susan Pierce Lively
Kenneth Lizzio
Josephine Ann Stelzig Lockley
John D. Long
Nicholas C.H. MacNeil
Janet Robins Malkemes
Charles M. Martin
David C. Martin
Mary Jeanne Reid Martz
John P. Marx
Herbert H. Matsubayashi
Sue Ellen McCoy
William McPherson
Helen Meagher
Kevin C. Milas
Jeffrey S. Miller
James A. Minyard
Francis X. Monachino
Roberta Newell Mounaimné
Susan Margaret Mowle
Jesse Leroy Myers
David Napierkowski
Kevin Glenn Nealer
Edwin Richard Nolan Jr.
Robert Lloyd Norman
David Alan Ochmanek
Maria Luisa Otero
E. Alan Platt
Richard E. Plues
Frank J. Rafalko Jr.
Edith A. Reidy
Phillip H. Ringdahl
Hazel L. Robinson
Stanley Herman Robinson
Harold R. Rooks Jr.
David Henry Rundell
Frederick W. Rustmann Jr.
Royal Lawrence Rutter Jr.
Elida F. Sánchez
Robin Renee Sanders
Brenda Brown Schoonover
Thomas E. Shealy
Dona Phelps Sherman
Rosemary J. Silvia
Douglas R. Smith
Edward Thomas Smith
Gabrielle Margaret Solleder
G. Jean Soso
Madelyn Elizabeth Spirnak
William N. Stevens
Gordon John Stirling
David S. Stott Jr.
Raymond W. Suarez
Shaun D. Sullivan
Maria Alexandra G. Sundquist
Lisa M. Tender
Scott Norris Thayer
Linda Carol Turner
Margaret E. Vaeth
Juan F. Valadez
Richard C. Vandiver
Kurt A. Wagner
Ruth A. Whiteside
Charlotte M. Williams
Robert M. Witajewski
Karl Edwin Wycoff
Stephen Markley Young
Peter Jay Zabriskie

FSRs to be consular officers

Gary Lee Caldwell
Clifton W. Flowers
Ronald J. Kelly
John E. Kwiatkowski
Charles V. North
Paul L. Smith

FSRs to be secretaries

Stephen R. Bond
Robert G. Pelikan
Theodore Riccardi Jr.

FSSO to be consular officer

Stephen R. Cromwell

Promotion from FSO-6 to FSO-5, effective May 23, 1980:

Louis A. McCall ■

BUREAU NOTES

Secretary's Office

SECRETARY MUSKIE attended the Roosevelt Campobello International Park Commission meeting, July 18–19, in Campobello, New Brunswick, Canada. He attended the Democratic national convention in New York, August 12. Accompanying him were LEON BILLINGS, executive assistant, and CAROLE PARMELEE, personal assistant. On August 7, he addressed the annual convention of the United Steelworkers of America and the GI Forum in Los Angeles. On August 8 he addressed the Commonwealth Club of San Francisco and the World Affairs Council of Northern California, in San Francisco. Accompanying the Secretary were MRS. MUSKIE; SAMUEL BERGER, deputy director, Policy Planning Staff; Mr. Billings; GAYLE CORY, administrative specialist, Office of the Secretary; LESLIE FINN, special assistant to the Secretary; and JOHN TRATTNER, Department spokesman. On August 25, Mr. Muskie attended the UN General Assembly in New York. Accompanying him were ROBERT ROSE, special assistant, and TONY WAYNE, staff officer, Secretariat Staff.

The acting coordinator for liaison with state and local governments, DAVID SHINN, addressed the International Meeting on Regional Councils, in Montreal, September 10–12. Local government officials from Canada, Mexico and the United States took part in this conference. ☐

OFFICE OF PROTOCOL

Chief of protocol ABELARDO L. VALDEZ greeted Chinese Vice Premier BO YIBO upon his arrival at the White House for the U.S.-Chinese signing ceremony on September 17. The following protocol personnel were involved in the UN General Assembly session, September 15–October 3: Mr. Valdez, RICHARD GOOKIN, GEORGE SEALEY, JUNE FRAZIER, JEANNE BULL and DEBRA MUSE. CAROL BENEFIELD, formerly of the White House, has become the new manager of Blair House. The following personnel resigned from the office and the State Department: MARIFE HERNANDEZ, assistant chief of protocol for New York; EILEEN McCARTHY, protocol secretary in New York; WILLIAM ALTMAN, a summer employee who was to begin classes at Oxford in the fall. GAHL BOTHE accompanied the U.S. presidential delegation to the centennial celebrations in the Congo, September 30–October 5. ☐

Administration

OFFICE OF COMMUNICATIONS

Following are recent personnel changes within the office: GEORGE YOUNTS is the new director of interagency affairs; BOYD KOFFMAN has been named chief of the Programs and Engineering Division; ROBERT RIBERA is the new chief of foreign operations; PAUL del GIUDICE has assumed duties as chief of the Communications Training Division; RICHARD RAPIER is the diplomatic telecommunications service liaison officer to the Office of Foreign Buildings; LUTHER (TIM) TAYLOR has been selected as regional communications programs officer in Manila. A new arrival is GLYNN WILHELM. Returnees are GAIL and JACK DOWNES, from Pretoria; RICHARD RAPIER, from Accra; WILLIAM JACKSON, from Rabat; and THOMAS BELL, from Stockholm. CHARLOTTE NORWOOD transferred from the office to European Affairs. JANICE LYBYER transferred to the Communications Center. ☐

OFFICE OF COMMUNICATIONS— Deputy assistant secretary *Stuart E. Branch*, left, presents Superior Honor Award to *Jack Whitridge*, chief, Mail and Pouch Branch. ☐

LANGUAGE SERVICES DIVISION

GISELA MARCUSE spent three days in Chicago in the middle of August to interpret at the taking of depositions from witnesses in a restraint-of-trade case. About a month later she proceeded to New York for similar work at the request of the Federal Trade Commission. CAROL WOLTER flew to Algeria on August 16 to interpret for talks on the sale of liquefied natural gas. VIVIAN CHANG departed for Beijing on August 23 to interpret for two weeks of civil aviation talks. She returned in time for the meetings of the Joint Economic Committee, which took place in Washington, September 14–18. STEPHANIE VAN REIGERSBERG flew to New York on August 24 for meetings between the Secretary and the foreign minister of Niger. She stayed on for meetings between Under Secretary RICHARD COOPER and the Algerian foreign minister, as well as the chef de cabinet of the Moroccan foreign ministry. On August 25 HELEN KAPS and CAROL WOLTER began a two-week tour with a North Atlantic Assembly delegation which took them to Norfolk, Va., Texas, Colorado and California. HARRY OBST interpreted for the Secretary and the foreign minister of the Free Republic of Germany. TED HERRERA and TONY HERVAS spent August 25-27 interpreting for a U.S.-Mexico energy meeting in Santa Fe, N.M. GISELA MARCUSE and Mr. Obst interpreted at Fort Belvoir on September 2–5 for a meeting of the "Bridging the '80s Committee." CYRIL MUROMCEW left, September 12, for a week of U.S.-Soviet technical discussions on potential interference with communications satellites. LORY ANDERSEN-PETRIE, DIMITRY ARENSBURGER and BILL KRIMER followed on September 18 for resumption of another session of the Standing Consultative Committee. Verbatim reporter MARIE TAYLOR traveled to Pittsburgh to cover the Secretary's speech to the World Affairs Council in that city, September 18. CORNELIUS IIDA, who was recently transferred to Tokyo, returned to Washington on September 17 to interpret during the visit of the Japanese foreign minister. The division was happy to welcome two long-awaited staff members—FERD KUYATT, verbatim reporter, on August 11, and CAROL SKAGGS, administrative officer, on August 25. Language Services personnel taking Foreign Service Institute courses included Ms. Chang (East Asia), JIM FEENEY (American studies), LAURA MYERS and JACQUELINE POUSSEVIN (economics, trade and modern diplomacy), and PIERRE POLLIN (executive performance). ☐

CAPE TOWN—Political counselor *Jay Taylor* (reassigned recently to Beijing), left, receives Superior Honor Award from chargé *Howard K. Walker*. ☐

African Affairs

Assistant Secretary RICHARD M. MOOSE addressed a panel on U.S.-Africa relations, September 10, at the Secretary's foreign policy briefing for black leaders. Deputy assistant secretary MABEL M. SMYTHE moderated the day's briefings. She also delivered a speech, August 17, in Bellagio, Italy, at a conference for educational institutions cosponsored by the Phelps-Stokes Fund and the Rockefeller Conference Center. Ambassador DONALD NORLAND spoke to students and faculty at Kalamazoo College, in Michigan, August 21. He also briefed business groups in Portland, Me., and Worcester, Mass., September 8–9. Deputy assistant secretary CAROL LANCASTER briefed a group of business executives on economic policy in Africa, at the Department's executive-diplomat seminar, September 17. Ambassador RICHARD PETREE, deputy U.S. representative to the UN, briefed the African diplomatic corps in Washington on the U.S. perspective on UN General Assembly issues, September 10. Mr. Moose moderated. Ambassador WILBERT JOHN LeMELLE spoke at a meeting of the Retired Officers' Association in Birmingham, Ala., and was interviewed by radio stations WENN-RA and WBHM-RA, September 4–5.

PAUL J. HARE, director, Office of Southern African Affairs, addressed a group of South African refugee students, August 22, under the sponsorship of the Phelps-Stokes Fund, in Washington. KEN BROWN, director, Office of Central African Affairs, visited Zaire, Congo, Equatorial Guinea, Gabon and Cameroon for consultations, in September and October. In Brazzaville he joined the U.S. delegation to the celebration of the 100th anniversary of the founding of that city, the former capital of French Central Africa. RALPH GRANER, deputy director, Office of Inter-African Affairs, spoke before the Georgia Educational Improvement Council, and was interviewed by radio station WRNG-RA in Atlanta, August 27. JAMES OVERLY, Office of Central African Affairs, briefed the Sister City Committee of Richmond, Va., September 10, about Brazzaville. CORNELIA BRYANT, Economic Policy Staff, attended planning sessions for the Africa portion of the 1982 World's Fair in Knoxville, September 11–12. She was accompanied by a group of Africans. H. MARSHALL CARTER, Office of West African Affairs, participated in a panel on human rights, August 30, at the annual meeting of the American Political Science Association, in Washington.

STEVEN WAGENSEIL replaced SUSAN MOWLE as desk officer for Cameroon, Equatorial Guinea, Gabon and Sao Tome and Principe. ALAN M. HARDY, desk officer for Mozambique and Namibia, accompanied Mr. Moose to New York, September 11–12, for Namibia contact group meetings at the U.S. mission to the UN. DANIEL H. SIMPSON entered on duty in Southern Africa Affairs as deputy director, in late August, after having served in Lubumbashi. ALAN L. KEYES entered on duty in the same office as desk officer for Botswana, Lesotho and Swaziland, and also assistant desk officer for Zimbabwe, in early September. He comes from Bombay. JAMES F. MORIARTY entered on duty in the same office as economic officer, in early September; he comes from Mbabane. DAVID B. DLOUHY, desk officer for South Africa, traveled to southern Africa on his orientation trip, September 9–25. Ambassadors on consultation included H. ROBERT MELONE, who accompanied Rwanda President JUVENAL HABYARIMANA on his private visit to the United States and the UN. Ambassador FRANCES COOK completed her consultations and departed for Bujumbura, where she presented her credentials, September 25. ALFRED R. BARR, desk officer in the Office of East Africa Affairs, recently completed his orientation trip to Madagascar, Mauritius, the Indian Ocean territories, and Tanzania. ☐

DURBAN, South Africa—Consul general *Alan Logan*, right, presents Meritorious Honor Award to administrative assistant *Lillian E. Smith*. Consular officer *Larry Rossin* is on left. ☐

Arms Control and Disarmament Agency

Director RALPH EARLE II visited Maxwell Air Force Base, Ala., October 27 to speak to the faculty and class of the Air War College. Assistant director CHARLES VAN DOREN discussed the status and prospects of the treaty on nonproliferation of nuclear weapons, in an address September 8 in Mexico City. Mr. Van

Doren, who heads the agency's Non-Proliferation Bureau, spoke before the American Nuclear Society's international executive conference on nonproliferation and safeguards. The U.S.-Soviet Standing Consultative Commission on SALT began a new session in Geneva, September 24. Ambassador ROBERT W. BUCHHEIM, the U.S. commissioner, was assisted by FRANK P. DeSIMONE, JAMES W. MILER and LORRAINE A. KOSTELNICK.

MATTHEW DALEY, a career Foreign Service officer, has left the agency after more than two years to begin a year of Turkish language training at the Foreign Service Institute. He will be assigned to the American consulate general at Izmir. JANNE E. NOLAN is on leave of absence for a year to undertake a doctoral fellowship, at Stanford University, that will enable her to complete her doctorate in international relations at the Fletcher School of Law and Diplomacy. KATHLEEN STRANG is on leave of absence for an academic year to work toward a master's at Harvard's Kennedy School of Government. JOHN POHL, a general services assistant with the agency staff in Geneva for 18 months, has resigned to return to the United States. ROBERT J. EINHORN has left on a one-year leave of absence, to direct the Face-to-Face Program of the Carnegie Endowment for International Peace. The program arranges meetings of Government officials, private citizens and the press, for discussions of current issues. Captain JOHN WEED is on detail to the agency from the Navy, to serve as a military affairs officer in the Weapons Evaluation and Control Bureau. Before joining the agency, he was chief of the Nuclear Weapons Branch, Strategic Operations Division, Joint Chiefs of Staff. GERALD ROBERT has joined the agency as a part-time student assistant, while working on a master's degree in international relations at George Washington University. Mr. Robert, who has been assigned to the Weapons Evaluation and Control Bureau, previously worked at the American embassy in Rome and as an intern in the Department's Bureau of Intelligence and Research. FRANK TUMMINIA, a career Foreign Service officer, has been assigned to the Regional Affairs Division of the International Security Programs Bureau to work on matters related to the Conference on Security and Cooperation in Europe. Mr. Tumminia has served in Barbados, Hong Kong, Portugal, Spain and Romania. His most recent assignment in the Department was as desk officer for Romania. □

Consular Affairs

A swearing-in ceremony was held in the Benjamin Franklin Room, September 12, for Ambassador DIEGO C. ASENCIO as assistant secretary. As part of National Hispanic Heritage Week activities, Mr. Asencio addressed the following groups: International Affairs Institute of the National Security Agency; the Washington Council for Hispanic Employees, at the Department of Transportation; the Hispanic American Cultural Effort, at the Department of Labor; employees of ICA and the Department of Energy; and civil and military employees at Andrews Air Force Base. He also attended the congressional Hispanic caucus' annual dinner. Along with special assistant RICHARD McCOY, and FRANCIS RANDO, of the Office of Overseas Citizen Services, he attended the signing ceremony at the White House for the consular convention with the Peoples Republic of China.

Mr. McCoy lectured at the Army War College, September 15, on immigration law, refugee law and policy and the illegal alien problem. The following awards were presented to members of the assistant secretary's office: PETER K. MURPHY, former special assistant, Superior Honor Award; M. CATHERINE GERARDI, staff assistant, Meritorious Honor Award; and MARY ANN YODEN, former public affairs adviser, Meritorious Honor Award. On August 28, LOUIS P. GOELZ became the new deputy assistant secretary for overseas citizen services. Mr. Goelz's last position was consul general in Seoul. On August 26–29, ADRIENNE HATCHETT and PATRICIA CARTER of the bureau's personnel office, visited the Miami Passport Agency to meet with the staff. LaVERNE FLETCHER of the bureau's personnel section was a guest model in the Foreign Affairs Recreation Association fall fashion show, September 17. ELIZABETH BERUBE has transfered from the Visa Office to the bureau's front office as a staff assistant.

The deputy assistant secretary for passport services, NORBERT J. KRIEG, attended meetings hosted by the Federal Republic of Germany, on machine-readable passports, September 8–12, in Bonn, Berlin and Constance. Mr. Krieg reported that tripartite understanding was reached on the method of rendering machine-readable the future passport documents of both countries and the United Kingdom. Mr. Krieg also visited the Stamford Passport Agency, September 2–3. Stamford is one of three new passport agencies opened by the bureau two years ago. MICHELE TRUITT, acting director of Passport Services' Office of Operations, conducted passport fraud seminars, August 4–8, for senior passport examiners at the Boston and Philadelphia Passport Agencies. Mrs. Truitt also met with Immigration and Naturalization Service and Department security personnel in both cities to discuss fraud issues.

A consular assistance team visited the embassy in Athens, August 11–15. It was led by FRANCIS X. LAMBERT, and included JOHN H. ADAMS, Visa Office; BROOKE C. HOLMES, Executive Office; FIORE DI PAOLO, Office of Foreign Buildings; and STEVEN K. HALTER, Executive Office, Bureau of European Affairs. Mr. Lambert, Mr. Adams and Mr. di Paolo also visited the consulate general in Karachi, August 17–23. On August 5, CORNELIUS D. SCULLY appeared as a guest on the New York television show "Smart Talk." He discussed the ineligibility sections of the Immigration and Nationality Act.

New arrivals in the Visa Office are: EDWARD KREUSER, director, Office of Field Support and Liaison; SETON STAPLETON, Immigrant Visa Control and Reporting Division; WILLIAM E. RYERSON, director, Office of Public and Diplomatic Liaison; DAVID H. HUTCHINSON, Diplomatic Liaison Division; GERALDINE MURRAY and RACHEL SMITH, Telephone Inquiries Branch; ANTHONY BERA and TIMOTHY J. DUNN, Advisory Opinions Division; JOSEPH RADFORD and CLAUDIA MARKS, Written Inquiries Branch; and JOANNE L. MOOT, Post Liaison Division. BRENDA L. DOW has retired from the Visa Office. □

Economic and Business Affairs

Negotiations resulting in the first air transport agreement between the United States and the People's Republic of China concluded, September 8, in Beijing. The Deputy assistant secretary for transportation and telecommunications, B. BOYD HIGHT, chairman of the U.S. delegation, initialed the agreement for the United States. JAMES FERRER JR., director of the Office of Aviation, headed the U.S. delegation to civil aviation talks with the Philippines, in Manila, September 1–10. A U.S. team led by RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was in Quito and Panama City, September 2–8, for consultations with the governments of Ecuador and Panama on civil aviation matters. JOAN GRAVATT of the Aviation Policy Division traveled to New York, September 9, to attend a meeting on aviation security issues. On the same date GARY COUEY, also of the Aviation Policy Division, attended a meeting hosted by the New York Port Authority concerning arrivals of state aircraft bringing foreign dignitaries to the UN General Assembly.

TODD STEWART, director of the Office of Maritime Affairs, led the U.S. delegation to the meeting of the UN Conference on Trade and Development's Committee on Shipping, September 1–12, in Geneva, and was supported by FRANK ADAMS of the same office. JAMES TREICHEL of the Office of Maritime Affairs represented the bureau in negotiations in Beijing, August 30–September 4, which led to the initialing of a maritime agreement with China; he also participated in bilateral maritime discussions in Manila, September 8–10.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and

SAN FRANCISCO—Ambassador to the Philippines *Richard W. Murphy*, center, meets with *Paul O'Leary*, president, World Trade Club, and *Richard Landis*, chairman of Del Monte—two business leaders Mr. Murphy consulted with, under the auspices of the Business Council for International Understanding. □

food policy, attended a meeting in early August in Paris, along with officials of the Department of Agriculture, to discuss the operations of the bilateral grains agreement with Soviet officials. On September 4, he addressed the National Materials Advisory Board on the subject of dependence on foreign sources of non-fuel minerals.

The deputy assistant secretary for trade and commercial affairs, HARRY KOPP, led a delegation of U.S. officials from the Office of the U.S. Trade Representative, the Department of Commerce, and the Department of Agriculture, for trade talks with Brazil, in Brasilia, August 11–12. The talks covered bilateral problems, particularly Brazilian controls on the export of hides and restrictions on the import of aircraft, and such multilateral issues as developing-country participation in the General Agreement on Tariffs and Trade, and trade as a topic in the global negotiations. DEBORAH LINDE of the Special Trade Activities Division was a member of the U.S. delegation to Tokyo, August 4–8, which discussed coverage of purchases by Nippon Telegraph and Telephone under the Agreement on Government Procurement. Such coverage will ensure access by U.S. firms to an estimated $3.3 billion in annual procurement by Nippon Telegraph and Telephone. Ms. Linde was also a member of the U.S. delegation to Tokyo, July 26–August 1, which discussed implementation of the multilateral trade negotiations agreement on technical barriers to trade.

JOHN WOLF of the Office of Monetary Affairs undertook a week of consultations at the Federal Reserve Board of New York, September 15–19. MARSHALL CASSE, newly-arrived deputy director of the same office, was a member of the U.S. delegation in Paris, September 14–15, which prepared positions for the International Monetary Fund annual meetings in late September.

PHILIP LINCOLN has reported for duty as deputy director of the Office of Investment Affairs. Other new employees in the bureau include Mr. Casse, deputy director of the Office of Monetary Affairs; ROBERT McMULLEN, deputy director of the Office of Development Finance; GEORGE THIGPEN, deputy director of the Office of Commercial Affairs; G. PAUL BALABANIS, Planning and Economic Analysis Staff; CHARLES DUDLEY, assistant chief, Aviation Programs and Policy Division; CAROLYN ERVIN, special assistant in the Office of the Assistant Secretary; MICHAEL GOLDMAN, chief, Food Programs Division; JOHN McDANIEL, Message Center; VICTOR COMRAS, Office of East/West Trade; MICHAEL LEU, Special Trade Activities and Commercial Treaties Division; ROBERT KNICKMEYER, Office of Energy Producing Country Affairs; CHARLES RIES, Office of Energy Consuming Country Affairs; STEPHEN THOMPSON and DONALD GRABENSTETTER, both of the Industrial and Strategic Materials Division; JOYCE RABENS, Trade Agreements Division; STEPHEN DORMAN, Office of Development Finance; JOSEPH SALOOM, Aviation Negotiations Division; MILES HENDERSON, Textiles Division; and JOHN RILEY, Office of Business Practices. □

European Affairs

Deputy assistant secretary RAYMOND C. EWING traveled to Berlin the week of September 7, for consultations with officials of the German Democratic Republic. He also visited West Berlin and Bonn, to meet with American and German Officials. Ambassador KINGMAN BREWSTER, London, was in Washington, September 4–5, for consultations. While in the Department, he met with the United Kingdom/Ireland Interagency Group. Ambassador THOMAS O. ENDERS, U.S. representative to the European Communities, was in Washington, September 2–8, for consultations. Ambassador RICHARD A. ERICSON JR., Iceland, was in the Department for consultations, September 8–19. He briefed the Nordic Interagency Group, September 10. Ambassador ROBERT J. McCLOSKEY, Greece, was in the Department on consultations, July 30–August 6, and August 28–September 5. Ambassador WILLIAM V. SHANNON, Ireland, was in the Department for consultations, September 10–12. Ambassador GALEN L. STONE, Cyprus, was in the Department on consultations, August 5–6. Ambassador THOMAS J. WATSON JR., Moscow, was in the Department, September 3–4, on consultations.

DENNIS LAMB, deputy chief of mission at the U.S. mission to European Communities, was in the Department for consultations, August 25–29. The following officers consulted in the Office of Central European Affairs prior to departing for post: GRANT MOUSER, to Hamburg as consul general; OTHO ESKIN, back to Embassy Berlin; FELIX BLOCH and

COPENHAGEN—Ambassador *Warren D. Manshel*, assisted by consul *Bruce Beardsley*, cuts ribbon to open refurbished lobby and consular section. An extensive remodeling of all floors of the chancery has just been completed. □

NICOSIA, Cyprus—Ambassador *Galen L. Stone*, center, presents safe driving wards to (left to right) *Arestis Ioannou*, *Andreas Kyriacou*, *John Polyviou*, *Nicos Kolotas*, *Pantelis Ioannou*, *Christakis Constantinou* and *Gregoris Pardalis*. ☐

CARL CLEMENT, to Vienna; and MARK LISSFELT, to Bonn, August 16–September 15. BRUCE CLARK, German Democratic Republic desk officer, Office of Central European Affairs, consulted at Embassy Berlin September 3–18. THOMAS WESTON, desk officer for the Federal Republic of Germany, consulted in Bonn and Munich, September 6–14. On August 18, WARD THOMPSON assumed his duties as Swiss/Austria desk officer. On August 19, PATRICIA KLINGENMAIER assumed her duties as secretary to the Federal Republic of Germany desk officer. WILLIAM H. DAMERON, officer-in-charge of Finnish affairs and of regional economic affairs, Office of Northern European Affairs, traveled to London, Brussels, The Hague, Helsinki and Copenhagen, September 15–26.

ROBERT K. GERMAN, assumed his duties as director of the Office of Soviet Union Affairs, August 18, replacing WILLIAM T. SHINN JR. ANN DARBYSHIRE, new officer-in-charge of bilateral relations, traveled to San Francisco, August 26–28, to confer with local officials. GEORGE L. RUECKERT, officer-in-charge, multilateral political affairs, addressed the National Conference of the Union of Councils of Soviet Jewry, on U.S.-Soviet relations, September 6, at the Sheraton Park Hotel, Washington. MARK R. PARRIS, multilateral political affairs officer, addressed the national security affairs seminar of Moorehead State University, Moorehead, Ky., September 9. His subject was Soviet Mideast policy. LARRY C. NAPPER, multilateral political affairs officer, addressed area studies students at the Foreign Service Institute, on the Soviet Union and the Middle East, August 21. Mr. Napper also spoke at the special briefing for the Armed Forces Staff College, held in the Department, September 9. His subject was U.S.-Soviet relations. The following joined the Office of Soviet Union Affairs during the summer: HUGH G. HAMILTON, NICHOLAS BURAKOW and LYNNE COX, Economic Section; ANDREW GOODMAN, Bilateral Section.

AVIS BOHLEN, Office of European Security and Political Affairs, traveled to Brussels, September 15–16, to attend a meeting of the NATO special consultative group. Lieutenant Colonel GAYLEN ROBERTS escorted the NATO Defense Review Committee on a 10-day tour of U.S. military facilities. JOHN H. KING joined the Defense Policy Section of the Office of European Security and Political Affairs, as officer-in-charge, replacing JOHN A. FROEBE. The section also welcomed ROGER L. DANKERT, replacing JOANNA W. MARTIN, and ANN K. GARNER, formerly with the Department of Defense. ☐

Inspector General's Office

Conduct-of-relations inspections are slated this year for Italy (team leader: ROBERT J. MARTENS); Denmark, Finland, Iceland, Norway, Sweden (team leader: JAMES C. HAAHR); Australia, New Zealand, Papua New Guinea, Fiji (team leader: JOHN A. LINEHAN). A management audit of aspects of the refugee program in Somalia (team leader: HUGH B. HOLLINGSWORTH) will be conducted, as well as inspections of the joint administrative operations in Cairo and Khartoum (team leader: DAVID R. THOMSON). An inspection of the training function is still underway (team leader: C. ARTHUR BORG). Several other special inspections and audits will be performed.

A one-day meeting was held in September with Bureau of Personnel representatives, who briefed the inspectors on the functions, operations and structure of that bureau. SHERON L. MAKELL will join the Office of Inspector General as a secretary supporting the inspection staff. Inspectors departing for onward assignments are MARVIN F. SMITH, refugee program controller, and THOMAS N. McCLURE, deputy budget officer in the Bureau of East Asian and Pacific Affairs. ☐

International Narcotics Matters

Assistant Secretary MATHEA FALCO addressed the Portland, Ore., World Affairs Council in August, on developments in the international drug control situation. In addition, Ms. Falco was a delegate to the sixth UN Congress on Prevention of Crime and Treatment of Offenders, in Caracas, Venezuela. FERNANDO BAEZA, executive officer and chief narcotics officer of the Mexican attorney general, led a delegation to the eighth program review of remote sensing, in September, in the Department, in conjunction with the National Aeronautics and Space Administration. Ms. Falco presented plaques to Mr. Baeza and ALBERTO VILLASAVA, the chief Mexican technician, for their respective roles in the Mexican narcotics eradication effort and the remote sensing program. JOSEPH McLEAN, program officer for Mexico; MAURICE TANNER, chief of the narcotics assistance unit in the U.S. embassy in Mexico, and his deputy, RICHARD MARTINEZ, orchestrated the review. DONNELLY SOHLIN, deputy executive director of the UN Fund for Drug Abuse Control, conferred with officials of the bureau and the Bureau of International Organization Affairs covering narcotics programs in countries of mutual interest. STAN SAMUELSON, narcotics control officer in Islamabad; FRANCIS CRAIG, narcotics control officer in Bogota; and RICHARD HART, chief of the narcotics control unit in Bangkok, were in the Department for consultations during August. BRUCE FLATIN and JOHN LYLE of the bureau's Washington staff participated in briefings for agency principals and congressmen on the growing impact of southwest Asian heroin in the United States.☐

International Organization Affairs

Deputy assistant secretary MARION CREEKMORE was a member of the U.S. delegation to the 11th special session of the UN General Assembly, on development, in New York, August 25–September 13. Deputy assistant secretary SARAH GODDARD POWER addressed a conference at the University of Michigan on the UN Decade for Women, September 20. MELVYN LEVITSKY, director, Office of UN Political Affairs, participated in the NATO UN experts meeting, in Brussels, September 8. He was also in Copenhagen for consultations with Danish foreign ministry officials, and in Geneva for discussions with international organization officials and the U.S. mission. WILLIAM MENOLD served on the U.S. delegation to the meeting of the UN ad hoc committee on the Indian Ocean, July 21–August 8, in New York. During August and September, R. GRANT SMITH, PHILIP C. WILCOX, DOUGLAS L. McELHANEY and ROBERT I. RANDOLPH attended bilateral meetings at the U.S. mission in New York. PHILIP S. KAPLAN, director, Office of Multilateral Affairs, Plans and Coordination, attended the 67th Interparliamentary Union Conference, in Berlin, September 16–25, as the State Department adviser to the U.S. congressional delegation. MARTIN JACOBS was a member of the U.S. delegation to the meeting of the executive board of UNESCO, in Paris, August 25–September 12. JANE MARTE, communications policy officer, Agency Directorate for Transportation and Communications, was the U.S. alternate representative to the UN Committee on Information, August 4–22, in New York. SAM KELLER, Office of International Economic Policy, was a member of the U.S. delegation to the UN General Assembly special session in New York, August 25–September 12. NEIL BOYER was a member of the U.S. delegation to the annual western Pacific regional meeting of the World Health Organization. The meeting was held in Manila, September 9–15. Mr. Boyer was also a delegate to the annual directing council meeting of the Pan American Health Organization, in Washington, September 22–October 3.

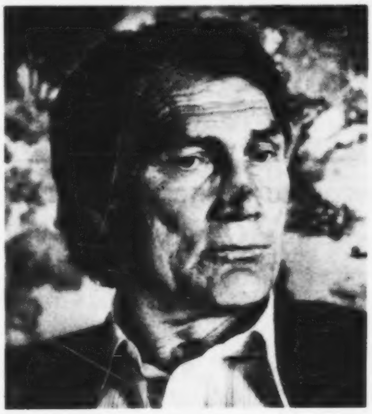
CAROLEE HEILEMAN, from Paris, has been designated director of the International Women's Programs Directorate, replacing BARBARA GOOD, who is in language training at the Foreign Service Institute before departing for Calcutta. KENNETH PLUMMER, from Monterrey, and LARRY MILLSPAUGH, from the Sinai Field Mission, have transferred to the Office of International Conferences. MICHELLE BOWLING has transferred from the Bureau of Public Affairs to this office. JOSEPH PRESEL, from Vienna, has been assigned to the Office of UN Political Affairs, where he is serving as officer-in-charge of arms control, outer space and ocean affairs. LOUIS HAGE, from the Office of UN Political Affairs, has retired. STEPHEN WHITMER and STEPHEN PULASKI, from AID, have been assigned to the Office of Economic Policy and the Agricultural Directorate, respectively. JOHN PATRICK RALEIGH is serving as a presidential management intern in the Office of UN Systems Coordination. RICHARD CHRISTENSEN, from Zagreb, has been assigned to the Development and Humanitarian Programs Directorate. KENNETH YALOWITZ has transferred from the Hague to the Office of International Economic Policy. JOYCE RABENS has transferred to the Bureau of Economic Affairs. BETTY JOHNSON has been reassigned from the Office of the Inspector General to the Transportation and Communications Directorate. BARBARA RHIAN, from Monrovia, has been assigned to the Policy Management Staff. RICHARD HARRINGTON, from Oporto, has been assigned to the UN Conference on New and Renewable Sources of Energy. The following are interning in the bureau: STEPHEN PORTER, in the Development and Humanitarian Programs Directorate; JAMES DUFFETT, in the Labor Directorate; and KEVIN JOHNSON, in the Office of Multilateral Policy Coordination, and JOSHUA KATZ, in the UNESCO Directorate.☐

U.S. Mission to the UN

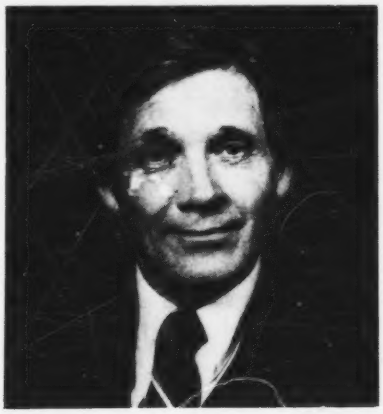
Ambassador DONALD F. McHENRY, U.S. permanent representative to the UN, traveled to his hometown, East St. Louis, Ill., September 5, to participate in the dedication of Donald F. McHenry Elementary School. He briefed members of the UN press corps on issues to be addressed at the 35th General Assembly, September 12 and, on September 15, with Ambassador WILLIAM J. VANDEN HEUVEL, deputy representative, addressed 125 American newspaper editors participating in a United Nations Association seminar in New York, on the same subject. Mr. McHenry joined Vice President WALTER MONDALE, Secretary General KURT WALDHEIM and under secretary general BRIAN URGUHART in paying tribute to RALPH BUNCHE, at a dedication ceremony at the UN prior to the unveiling of a monument in Mr. Bunche's honor, at Ralph Bunche Park, 43rd Street and 1st Avenue, New York, September 15. Mr. vanden Heuvel briefed 50 members of the Argentine Defense College, on the U.S. perspective on

DEPARTMENT OF LOOK-ALIKES

We think you ought to know that our own Larry Gordon Piper is not a movie star; he is ambassador to The Gambia. Moreover, Jack Palance is a movie star; he is not a Foreign Service officer. Got that? (If you're confused by look-alikes *you* know, send the photos to Editor, DGP/PA, Room 4515; the Newsletter *loves* to set these things straight.) ☐



Mr. Palance
(Washington Star Staff Photo)



Mr. Piper

UN issues, September 9. Ambassador RICHARD W. PETREE, U.S. deputy representative in the Security Council, briefed persons in the following groups on issues which will be considered by the 35th General Assembly: the Armed Forces Staff College, September 11; the Naval War College, September 17, in New York; the African diplomatic corps and the black leadership conference at the State Department, September 10. Ambassador JOAN SPERO, U.S. representative to the Economic and Social Council, briefed members of the New York and foreign press on the UN 11th special session on development, August 29 and September 17. Ms. Spero; CHARLES MEISSNER, U.S. special negotiator for economic matters; and MARION CREEKMORE, deputy assistant secretary, Bureau of International Organization Affairs, addressed the National Coalition on Development Action, on issues being discussed at the special session, September 5, in New York. Ms. Spero and Ambassador MICHAEL DUPUY, Canada, participated in a roundtable discussion, on the same topic, for representatives of nongovernmental organizations attending the special session, August 29. Ambassador H. CARL McCALL, U.S. alternate representative for special political affairs, addressed the Crossroads Media Symposium, organized by the Pineapple Growers Association of Hawaii, in Honolulu, September 8, on the North-South dialogue and Third World attitudes towards the New International Economic Order. ☐

Legal Adviser's Office

Deputy legal adviser WILLIAM LAKE accompanied Ambassador SOL LINOWITZ on his trip to Jerusalem and Cairo, August 29–September 5, for discussions about resuming the autonomy negotiations for the West Bank and Gaza. Assistant legal adviser FRANK WILLIS traveled to Beijing as a member of the U.S. delegation negotiating a civil air transport agreement. Talks were held, August 26–September 9, when negotiations concluded with the initialing of a final agreement.

TED KASSINGER was in New York, September 9-12, attending industry advisory board meetings of the International Atomic Energy Agency.

TERENCE J. FORTUNE traveled to Beijing and served as counsel to a U.S. delegation which initialed a maritime agreement with the People's Republic of China, September 4. The agreement was signed by PRESIDENT CARTER and Vice Premier BO YIBO, September 17. ROBERT SLOAN, attorney-adviser in the Office of Nuclear Affairs, traveled to Vienna, September 22–October 5, for discussions on a proposed nuclear fuel bank and to participate in the U.S. delegation to the International Atomic Energy Agency committee on assurance of nuclear supply. RONALD J. BETTAUER, assistant legal adviser for nuclear affairs, lectured on renegotiation of peaceful nuclear cooperation agreements, at the American Law Institute-American Bar Association course on atomic energy licensing and regulation, in Washington, September 25. DAVID P. STEWART attended the Office of Personnel Management's executive development seminar, in Oakridge, Tenn., August 10–29. PAUL BOFINGER attended the program director's management seminar at the Foreign Service Institute, September 10–12. JOHN R. ARBOGAST joined the Office of Nuclear Affairs as attorney-adviser, transferring from the Office of Oceans and Environmental Affairs. ☐

Near Eastern and South Asian Affairs

Deputy assistant secretary MORRIS DRAPER addressed the 1980–81 chairmen of the United Jewish Appeal, on Mideast issues, at the White House, August 18. Mr. Draper participated in a panel discussion on the autonomy negotiations, before students from the Washington Center for Learning Alternatives, August 21. Deputy assistant secretary JOSEPH TWINAM addressed the Department's Executive Diplomat Seminar, September 16. Mr. Twinam's topic was "The Middle East: Policy Issues and Economic Prospects."

On September 11, EDWARD PECK, director, Office of Egyptian Affairs, briefed the Brookings Institution executive seminar participants on U.S. policy toward the Mideast. DAVID ROBINS, political/economic officer, Office of Egyptian Affairs, participated in a panel discussion on U.S.-Egyptian business, at a seminar in San Francisco, September 11, sponsored by the Bank of America and the U.S.-Arab Chamber of Commerce.

TUNIS—Ambassador *Stephen Bosworth* presents meritorious step increases to communicators *Leo Cyr* and *Barbara Gregory*. Not included in photo was Bill Vance.☐

Recent arrivals and departures in the bureau: HERBERT RATHNER, administrative officer, has joined the staff of the bureau executive director. WILLIAM L. SIMMONS has assumed his new duties in the Office of Pakistan, Afghanistan and Bangladesh Affairs. DON JENSEN, budget officer, has transferred to the Bureau of Consular Affairs. JEAN FITZGERALD, secretary, has departed for her new assignment in Copenhagen. CYNTHIA SUTTON, secretary, has departed for her assignment at Embassy Nouakchott. CATHERINE ALLEN, secretary, has transferred to the Bureau of Personnel. Ambassadors consulting in the bureau included FRANCOIS DICKMAN, Kuwait; NICHOLAS A. VELIOTES, Jordan; WILLIAM D. WOLLE, United Arab Emirates; and DAVID T. SCHNEIDER, Bangladesh.☐

SINAI SUPPORT MISSION

Ambassador FRANK E. MAESTRONE was sworn-in as special representative of the President and director of the mission, August 22. He has been a career Foreign Service officer since 1948. In 1976, he was named ambassador to Kuwait, a post he held until his most recent appointment as diplomat-in-residence at the University of California at San Diego. He succeeds Ambassador C. WILLIAM KONTOS. Mr. Maestrone and FRANK G. TRINKA, executive assistant, visited the Middle East, September 17–October 1, for consultations at the Sinai Field Mission, in Cairo, Jerusalem and Tel Aviv. DONALD A. KRUSE, deputy director, arrived in August to begin his tour of duty. His predecessor, RICHARD J. SLOTT, completed his tour and after home leave was to be assigned to the

Arms Control and Disarmament Agency. J. TAYLOR BLANTON and JO ANN PACE arrived at the field mission to begin their tours as liaison officer and secretary to the director, respectively. Communications support officer STEVEN E. AULDRIDGE completed his tour at the field mission in July, and departed for reassignment in Seoul. In August liaison officer GARY PRICE and support communications officer JOHN BLANKE arrived at the field mission to begin their tours of duty. Liaison officer LARRY MILLSPAUGH departed the field mission in August on reassignment to the Office of International Conferences. ☐

Personnel

In the Office of Foreign Service Career Development and Assignments, KITTY ALLEN, placement officer, received a Superior Honor Award for her performance in N'Djamena, Chad, and MARGARET ARCEMENT, a secretary, received a Meritorious Honor Award for her performance in Praia, Cape Verde. The types of awards and the titles of the recipients were incorrectly reported in the August-September issue because of flawed information given to the NEWSLETTER. ☐

Public Affairs

WILLIAM J. DYESS was sworn in, August 29, as assistant secretary. FRANCIS T. McNAMARA, a career Foreign Service officer, was selected as the senior deputy assistant secretary. JANE WALES and FRANCIS GOMEZ will also serve as deputy assistant secretaries. Ms. Wales was special assistant to the former assistant secretary, HODDING CARTER; Mr. Gomez is from ICA. MARY ANN YODEN has joined the staff as special assistant to Mr. Dyess. MARY SWANN, special projects staffer, has been reassigned from the Office of Public Communication to the Bureau of Inter-American Affairs. MICHELLE BOWLING, Correspondence Management Unit, Office of Public Communication, accepted a position in the Bureau of International Organization Affairs. GLADYS LUJAN has joined the Office of Public Programs as a program officer in the Northern Division. Mrs. Lujan has returned from Lagos.

OFFICE OF THE HISTORIAN: On August 14, the office served as host to over 50 historians from throughout the country who were visiting the University of Maryland to attend the convention of the Society for Historians of American Foreign Relations. The program at the Department was on publication of the "Foreign Relations" series. Participating were Mr. Dyess; Mr. McNamara; deputy assistant secretary CLAYTON McMANAWAY, JR.; and the director of the Office of the Historian, DAVID F. TRASK. The majority of the professional staff of the office also took part in the sessions held at the university, August 14-16.

Three members of the office presented paper at the meeting of the American Historical Association, Pacific Coast Branch, Los Angeles, August 20-23. ROBERT J. McMAHON and AARON DAVID MILLER were members of a panel entitled "The United States and the Developing World, 1945-50." They presented papers, respectively, on Indonesia and Saudi Arabia. WILLIAM Z. SLANY, deputy historian and general editor of the "Foreign Relations" series, spoke on "Foreign Relations of the United States, Recent History and Prospects." Mr. Miller recently published a book, "Search for Security: Saudi Arabian Oil and American Foreign Policy, 1939-1949" (University of North Carolina Press, 1980).

NINA NEVE, clerk-typist, joined the office in August. Mr. Trask, gave a lecture at the Air War College, Maxwell Air Force Base, Ala., August 27, on strategic doctrines, 1919-1939. SHERRY B. WELLS served as a panelist at a conference, "Potential Enemies—the Major Powers of the First and Second World Wars," at the Kennedy School of Harvard University, July 11-13.

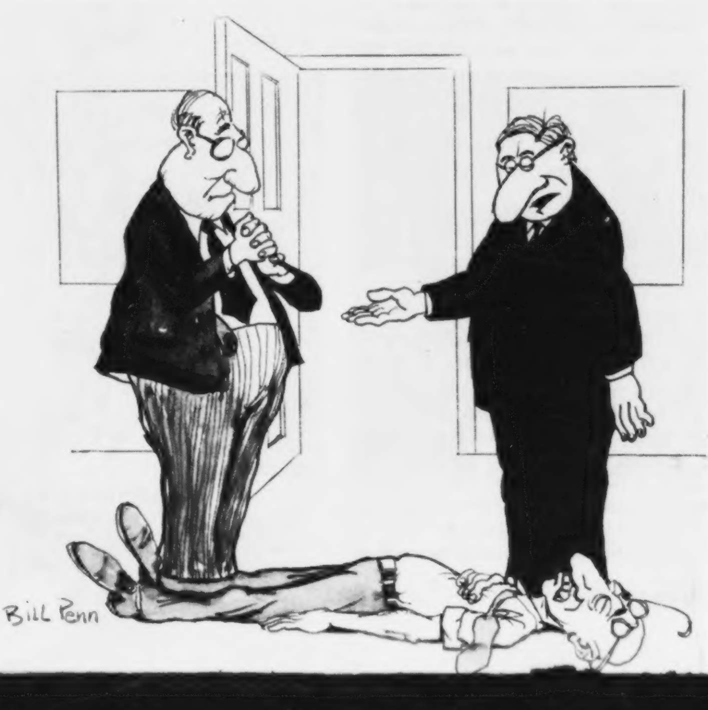
OFFICE OF PUBLIC PROGRAMS: The Bureau of Public Affairs, in cooperation with the Bureau of African Affairs and the Policy Planning Staff, organized a foreign policy conference for black leaders, September 10, in the Department. Approximately 100 blacks participated in the conference, the fifth in a series begun by former SECRETARY VANCE. Among the program participants were SECRETARY MUSKIE; Mr. Dyess; Assistant Secretary RICHARD MOOSE; TONY LAKE, director, Policy Planning Staff; THOMAS EHRLICH, director, International Development Cooperation Agency; JOHN MOORE, chairman, Export-Import Bank; BRUCE LLEWELYN, president, Overseas Private Investment Corporation; GOLER BUTCHER, assistant administrator, AID; JOHN BUSHNELL, deputy assistant secretary, Bureau of Inter-American Affairs; RICHARD PETREE, deputy U.S. representative to the UN; JOHN BURROUGHS, deputy assistant secretary, Office of Equal Employment Opportunity; W. RICHARD SMYSER, deputy assistant secretary, Bureau of Refugee Programs; MICHAEL FINLEY, deputy assistant secretary, Bureau of Inter-American Affairs; RONALD COPELAND, associate U.S. coordinator for refugee affairs; ALDEN IRONS, Bureau of African Affairs; JAMES KELLEY, Bureau of Refugee Programs; and MABEL M. SMYTHE, deputy assistant secretary, Bureau of African Affairs, who served as moderator.

JO COLLINGE has rejoined the office as chief, Southern Division. She was with the Office of Plans and Opinion Analysis prior to her recently-completed tour as vice consul, Bridgetown.

OFFICE OF PLANS AND OPINION ANALYSIS: VIVIAN GILLESPIE attended a seminar on assertive communication, September 8-10. MARY ROKEY has been detailed to the U.S. mission to the UN until early October, to assist with the General Assembly workload.

OFFICE OF PUBLIC COMMUNICATION: JOHN C. KIMBALL, chief, Editorial Division, traveled to the University of California at Riverside during the first week in September, to brief a group of civic leaders and educators preparing for a tour of NATO facilites in Europe. ■

"I guess we shouldn't have given him his 30-year pin and promotion to RU-7 at the same time." ☐



—(Continued from inside front cover)

tween this phenomenon and the pleasant scent which pervades the area.

2. Average time spent by visitors in the consulate waiting room has reduced considerably. Again, we speculate that the aroma of our water conservation project might somehow be involved.

3. Consular officers spend much more time with their families at home. After all, they have running water at home.

4. Consulate employees have developed tremendous physical self-discipline. Colleagues from other regions express amazement at our retentive capacities.

Energy conservation can be fun—especially in the tropics. There is a lesson in this conservation program for everyone in the Department. Rest room water waste is not a problem to be tackled sitting down. If we fail to bring this issue to a head, we shall all regret it in the end.

WILLIAM R. BROWNFIELD
JAMES P. CALLAHAN
Vice consuls□

Saving on water—II

COPENHAGEN

DEAR SIR:

It's about par for the course, but one more price we pay for our retirement in Denmark is the two-month delay for surface mail. We just received the July issue.

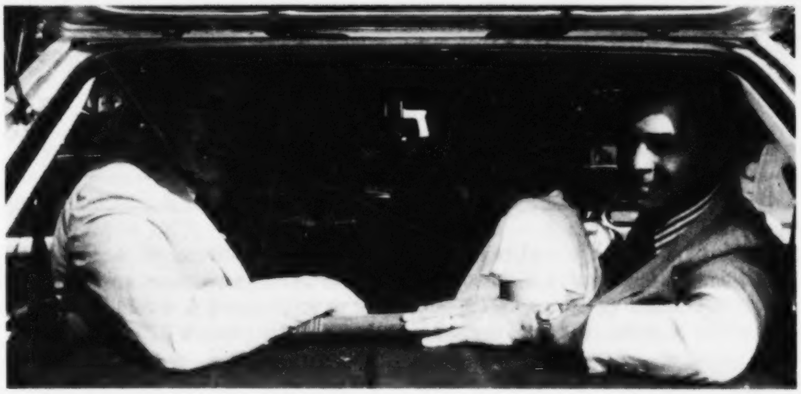
Normally, it takes a lot to get me fired up enough to consider a letter to the editor on any issue. However, Donald S. Harris' suggestions (NEWSLETTER, July) for saving money by eliminating washrooms, drinking fountains and some toilet facilities, really got my goat!

As that unique animal, the Foreign Service husband (U.S. Air Force, retired), I got to see some pretty fancy time-killing, make-work, and petty empire building over the years. It is my opinion that hand-washing and toilet trips are far down the line on the scale of time/money wasters. I also believe that many people would agree that far more is lost through dawdling coffee breaks and BS'ing in corridors and offices other than those assigned; over-long lunches; and that bugaboo that probably went at least back to Caesar's time—office supply pilfering!

Then there is another thief of time and money: personal letters on company time. Which brings to mind the question of what that secretary with carbon smudges on her hands will do . . . transfer them to her boss' nice letter? And weren't we always taught to wash our hands after using the toilet? But then, Mr. Harris suggests that there are far too many johns in government buildings.

If anyone with the authority ever acts on his suggestions, can't you imagine the waste of Uncle Sam's money, with people running out to restaurants, service stations, or even the Potomac, just to wash their hands?—Contrary to Mr. Harris's fear of getting into hot water over his brainstorm, I rather think that some of us would be tickled to douse him in lots of ice water!

Sincerely yours,
ROBERT L. SCRIBNER□



VIENNA—Five employees save energy by squeezing into a four-passenger Volkswagen as they carpool to headquarters of the U.S. mission to the International Atomic Energy Agency. Front seat: *Fran Masterman* and *Richard A. Bowen*. Rear: *Paul Hilburn*, left, *Carol Smith*, *David Brown*. □

He, she, etc.

VOORSCHATEN, HOLLAND

DEAR SIR:

Regarding the July issue, you "gotta" be kidding. There is no problem, as most of us of the State Department know that we are a "she" or a "he" . . . I had thought all the time that our colleagues [were] . . . comfortable with the impersonal "he" . . . Would you report on a concert given by Marian Anderson . . . that she sang beautifully the Negro spiritual "S/he's Got the Whole World in Hi/er (His or Her) Hands," or quote the lovely poem and song, "Trees": "lifts s/he leafy arms to pray." If you and Mr. Ellis are fascinated, most of us, I bet, are *not*.

Yours truly,
MRS. WILLIAM GORDON SR.
(A contented "she") □

Praise for Foreign Service

WEST KENSINGTON, MD.

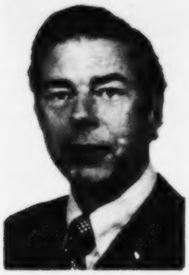
DEAR SIR:

As we reach the culmination of the 1980 selection board experience, . . . I wish to record my thorough-going satisfaction and a better understanding of the Foreign Service. In my opinion, the profession consists of more than black limousines, pompous ambassadors and high-level officials. It is an institution/profession in America and abroad populated with warm, humane, caring people who are . . . making life more humane, safer and meaningful for others. I, a long-time practitioner in the fields of social work and human welfare, now see the FSOs—whatever their rank, wherever their post, regardless of the pressure of their assignments—as one of our country's strongest forces and greatest hope for survival and a brighter future.

Very sincerely yours,
CERNORIA D. JOHNSON
Public member, Board V,
Panel A ■

OBITUARIES

Marvin W. Humphreys, 44, director of the Office of Nuclear Policy and Operations since 1978, and his wife, Lynda, died of gunshot wounds on September 17 at their home in Falls Church, Va. Fairfax County police reported that Mr. Humphreys shot his wife and then committed suicide.


Mr. Humphreys

Mr. Humphreys, who joined the Foreign Service in 1959, served as consular officer in Palermo and administrative officer in Vancouver. Assigned to the Department in 1964, he served in the Executive Secretariat until 1966, when he was appointed political officer in Paris. He then served in both Stuttgart and Bonn, and returned to the Department in 1970 as political/military officer for defense policy affairs, in the Office of NATO and Atlantic Politico-Military Affairs. In 1975, he returned to Paris as political officer.

One year later, he was transferred to the Arms Control and Disarmament Agency as chief of the regulations division.

Born in Washington, D.C., Mr. Humphreys earned his bachelor's from Haverford College in Pennsylvania. He completed a master's at the Fletcher School of Law and Diplomacy in 1959.

Lynda Spering Humphreys, 42, was a real estate agent with Fairmac Realty in northern Virginia. Born in Bryn Mawr, Pa., she later attended Bethesda-Chevy Chase High School and Holton Arms School, and was graduated from St. Mary's Junior College in Maryland. Married to Mr. Humphreys in 1957, she accompanied him to his Foreign Service posts. She was active in the Association of American Foreign Service Women, PTA, Boy Scouts and community projects.

She and her husband leave two sons, David, a senior at Massachusetts Institute of Technology, and Steven, a student at Yale. The Humphreys resided at 6249 Lakeview Drive, Falls Church 22041. ☐

James Douglas Lee, 39, a Foreign Service officer assigned to the Bureau of Economic and Business Affairs since 1978, died of cancer on September 18 in Fairfax Hospital. Mr. Lee joined the Service in 1969, and had served as consular officer in Oslo and commercial officer in Toronto and Prague. In the Bureau of Economic and Business Affairs, he was an economic/commercial officer on the Planning and Analysis Staff until December 1979, when he was assigned to the Office of Commercial Affairs.

Mr. Lee

A native of North Carolina, Mr. Lee earned a bachelor's in journalism in 1963 from the University of North Carolina, and completed his master's in 1974 at George Washington University. He was a reporter for the Gastonia Gazette in North Carolina in 1963, and served in the Army, 1963-65. After one year as a digital computer programmer with the Navy Finance Center in Washington, he worked for General Electric as a program analyst, 1967-69.

Survivors include his wife of 223 South Virginia Ave., Falls Church, Va. 22046, a daughter, and his mother. ☐

Sterling J. Cottrell, 66, a Foreign Service officer who held several South American assignments before retiring in 1969, died on August 7. A native of Illinois, he graduated from Stanford University and served overseas as a Navy lieutenant commander, 1941-45.

During the early years of his career, which began in 1946, he served in Bogota, Caracas-Quito, Panama and Rio de Janeiro. Assigned to the Department in 1952, he was officer-in-charge of Brazilian affairs for two years, and was a member of the Board of Examiners for the Foreign Service, 1954-55. After a detail to the National War College, he was appointed deputy principal officer in Singapore. In 1958, Mr. Cottrell served in both Djakarta, then Taipei, as counselor. He was assigned to Honolulu the following year as political officer, in the office of the political adviser to the commander-in-chief of the Pacific.

Returning to the Department in 1961, he held consecutive one year assignments as deputy assistant secretary for Far Eastern affairs, deputy assistant secretary of Inter-American affairs and special adviser to the special ambassador for U.S.-Panama relations. Mr. Cottrell was appointed counselor in Caracas in 1965, and then served in Saigon on an AID detail for one year. His last assignment, in 1968, was to the Air University as deputy adviser to the commandant.

Survivors include his wife, of 24493 San Mateo, Carmel, Calif. 93923, and three children. ☐

William Sebald, 78, former ambassador to Burma and Australia and a specialist in Japanese law and politics, died on August 10 at Naples Community Hospital in Florida. He had emphysema.

Mr. Sebald

Mr. Sebald was a former political adviser to General Douglas MacArthur in Japan. In 1947, while serving as counselor of the embassy in Tokyo, Mr. Sebald was appointed by General MacArthur as chief of the Allied Council for Japan. During that time, he helped to repatriate over 500,000 Japanese prisoners of war and also worked on formulation of the Japanese peace treaty.

Mr. Sebald was appointed ambassador to Burma in 1952. In 1954, he was assigned to the Department as deputy assistant secretary for Far Eastern affairs. He was ambassador to Australia from 1957 until his retirement in 1961.

A native of Maryland, Mr. Sebald was a graduate of the Naval Academy in Annapolis. He became naval attache and language officer at the embassy in Tokyo in 1925. After resigning from the Navy in 1930, he earned a law degree from the University of Maryland, and was later awarded an honorary law degree for his work in Japanese law. For six years, he practiced law in Japan, and then continued his law practice in Washington until the Japanese attack on Pearl Harbor, when he rejoined the Navy as lieutenant commander. He was chief of the Navy Combat Intelligence Division for the Pacific area, and was awarded the Legion of Merit. In 1945, he returned to inactive status as a captain.

Mr. Sebald was the author of "With MacArthur in Japan—A Personal History of the Occupation of Japan," and was co-author of "Japan: Prospects, Options and Opportunities," with Dr. C. Nelson Spinks. In recognition of his efforts to improve U.S.-Japanese relations, he was awarded the First Class Order of the Rising Sun with Grand Condor, the highest Japanese award given to non-Japanese. A lifetime member of the U.S. Naval Academy Alumni Association, he was also a former president of the Asiatic Society of Japan and the Japanese-American Society of Washington.

Mr. Sebald is survived by his wife, of 245 Spring Line Drive, Naples, Fla. 22930.□

Herbert B. Leggett, 67, a retired Foreign Service personnel and management officer, died on August 5. He began his career as an economic officer in Melbourne. Subsequent posts included Yokohama, as consular officer; Nagoya, as principal officer; Tokyo, as economic officer; and La Paz, as chief of the political section. Assigned to the Department in 1957, Mr. Leggett became deputy director for Central American and Panamanian affairs. After a detail to the National War College, he was appointed counselor for political affairs in Kabul, in 1960. He served in the Department as a management and personnel officer, from 1963 until his retirement in 1973.

Born in Ohio, Mr. Leggett graduated from the University of Michigan and earned a master's from the University of California. He served overseas as a naval lieutenant. Survivors include his wife, of 3103 N. Nelson St., Arlington, Va. 22207.□

Gerard A. Fearon, 68, who served in the Office of Foreign Buildings from 1970 until his retirement in 1972, died on August 19. Born in New York, he worked as an engineer and buildings operation director until 1953, when he joined the Department. He was chief of the Property Management Branch until 1955, when he was transferred to New Delhi as a foreign buildings regulations officer. Returning to Washington, he was an electrical engineer, 1958–60; supervisory architect, 1960–64; and foreign buildings officer, 1964–67. After a three-year tour in Mogadiscio as director of the Consolidated Administrative Management Organization, Mr. Fearon was assigned to the Office of Foreign Buildings. Survivors include his wife, of 613 Adams Street, Covington, Va. 24426, and three sons. □

Reinhard W. Lamprecht, 84, a Foreign Service employee who retired in 1963 after 27 years of service, died on June 22. He served as vice consul in Havre, Cherbourg, Lisbon, Paris, Antwerp and Alexandria. After a detail to the Department of Commerce, he was assigned to Paris, his last post, where he served as consular officer.

Mr. Lamprecht, a native of Illinois, served overseas as an Army second lieutenant, 1917–19. He was a buyer/export manager in Brazil for seven years, and worked as a broker, 1928–33. He also worked in France as a ship chandler for three years. Survivors include two daughters, Suzanne E. Roumieu and Helene Betty Bois, of Logis de Puyloyer, Mouton, France.□

Sylvain R. Loupe, 73, a Foreign Service officer who retired in 1967, died on July 1. Born in Louisiana, he earned both bachelor's and master's degrees from Louisiana State University. He also attended the University of Paris. During the war, he served overseas as a lieutenant colonel in the Army. From 1933 until 1941, Mr. Loupe was an educational advisor for the U.S. Office of Education.

Joining the Foreign Service in 1946, he was assigned to Paris as a communications officer. After a Department assignment, he was transferred to Bonn in 1954, where he served as chief of the General Services Division and later became first secretary. His last post was Rio de Janeiro, where he was counselor for administration and consular officer.

There are no known survivors.□

Marian D. Miller, 67, who served in El Salvador for 18 years, died of cancer on September 14 at her home in Arlington, Va. Born in Massachusetts, she attended Syracuse University and graduated from Simmons College in Boston, with a bachelor's in business administration. She worked for the Securities and Exchange Commission and the Veteran's Administration before joining the Department in 1936. In 1941, she was assigned to El Salvador as a clerk. Ms. Miller returned to the Department as a budget and fiscal officer in 1959, assigned to the Office of Carribean Affairs. After retiring in 1972, she worked as an administrative assistant at the National Academy of Sciences until 1979, when she retired for health reasons. Survivors include her husband, of S. 31st St., Arlington, one daughter, one sister and six grandchildren. ■

Marine pollution meeting

The National Committee for the Prevention of Marine Pollution will conduct an open meeting at 9:30 a.m. November 5 in Room 3201 of the U.S. Coast Guard headquarters building, 2100 Second Street S.W. The purpose is to finalize preparations for the 14th session of the Marine Environment Protection Committee of the Intergovernmental Maritime Consultative Organization, scheduled for November 10–14 in London. □

LIBRARY BOOKLIST

Conference on Security and Cooperation in Europe (CSCE)

Helsinki (1975), Belgrade (1977-78), Madrid (1980)

A list of books and documents on CSCE. The "basket" headings of this list refer to the three sections of the Final Act, or Helsinki Agreement, in 1975. State Department Library call numbers are given.

General

Alting von Geusau, Frans A.M., ed. *Uncertain détente.* Alphen aan den Rijn, Sijthoff and Noordhoff, 1979. 310p. JX1393.D46U45

Andren, Nils and Karl E. Birnbaum, eds. *Beyond détente; prospects for East-West cooperation and security in Europe.* Leyden, A.W. Sijthoff, 1976. 199p. JX1395.B473

Commission on Security and Cooperation in Europe. *The Belgrade followup meeting to the Conference on Security and Cooperation in Europe: a report and appraisal.* Washington, U.S. Govt. Printing Office, 1978. 105p. D1050.5.C66C6

Commission on Security and Cooperation in Europe. *Reports of Helsinki-accord monitors in the Soviet Union; documents of the public groups to promote observance of the Helsinki agreements in the USSR: a partial compilation.* Washington, U.S. Govt. Printing Office, 1977-1978. 3 vols. JC599.R9R4 Ref.

Commission on Security and Cooperation in Europe. *The right to know, the right to act: documents of Helsinki dissent from the Soviet Union and Eastern Europe.* Washington, U.S. Govt. Printing Office, 1978. 127p. JC599.R9C6.

McWhinney, Edward. *The international law of détente; arms control, European security, and East-West cooperation.* Alphen aan den Rijn, Sijthoff and Noordhoff, 1978. 259p. JX1393.D46M32

Phraseologie der KSZE-Schlussakte. Bonn, Universitats-Buchdruckerei, 1976. 294p. D1050.5.C66P4 Ref. (Phraseology of the CSCE Final Act in German, English, French, Spanish, Italian and Russian).

Soviet Committee for European Security and Co-operation. *European security and cooperation: premises, problems, prospects.* Moscow, Progress Publishers, 1978. 405p. D1058.E9213 (Chronology of events, March 1966–July 1978)

U.S. Department of State. *Semiannual report to the Commission on Security and Cooperation in Europe.* Washington, Department of State, 1976– .D1050.5.C66U54

Van den Heuvel, Cornelis C. and Rio D. Praaning, eds. *The Belgrade conference: progress or regression; eastern, western and non-aligned appraisals of an unfinished conference.* Leiden, New Rhine Publishers, 1978. 60p. JX1393.C65B44

Basket 1: Security matters

Leebaert, Derek, ed. *European security: prospects for the 1980's.* Lexington, Mass., Lexington Books, 1979. 302p. UA646.E93

Ranger, Robin. *Arms and politics, 1958–1978: arms control in a changing political context.* Toronto, Macmillan, 1979. 280p. JX1974.R25

U.S. Congress. House. Staff Study Mission to Seven NATO Countries and Austria. *NATO and western security in the 1980's: the European perception.* Washington, U.S. Govt. Printing Office, 1980. 78p. JX1393.N67U3

Basket 2: Economic cooperation

Fallenbuchl, Zbigniew M. and C.H. McMillan, eds. *Partners in East-West economic relations: the determinants of choice.* New York, Pergamon, 1979. 461p. HF1411.P313

Nove, Alec. *East-West trade: problems, prospects, issues.* The Washington Papers, vol. 6, no. 53. Beverly Hills and London, Sage Publications, 1978. 76p. HF499.N68

Saunders, C.T., ed. *Money and finance in East and West.* New York, Springer-Verlag, 1978. 272p. HG3881.M585 (On problems with the implementation of Basket 2.)

Schnitzer, Martin. *U.S. business involvement in Eastern Europe: case studies of Hungary, Poland, and Romania.* New York. Praeger, 1980. 155p. HF1411.S2993

Solyom-Fekete, William. *Legal restrictions on foreign travel by the German Democratic Republic.* Washington, Library of Congress, Law Library, 1978. 132p. K444.D4.4.P375

Solyom-Fekete, William. *Travel abroad and emigration under new rules adopted by the government of Hungary.* Washington, Library of Congress, Law Library, 1979. 104p. JV7816. 1979.55

U.S. Congress. House. Committee on Science and Technology. *The Helsinki forum and East-West scientific exchange, joint hearing.* Washington, U.S. Govt. Printing Office, 1980. 323p. JX1393.C65U54

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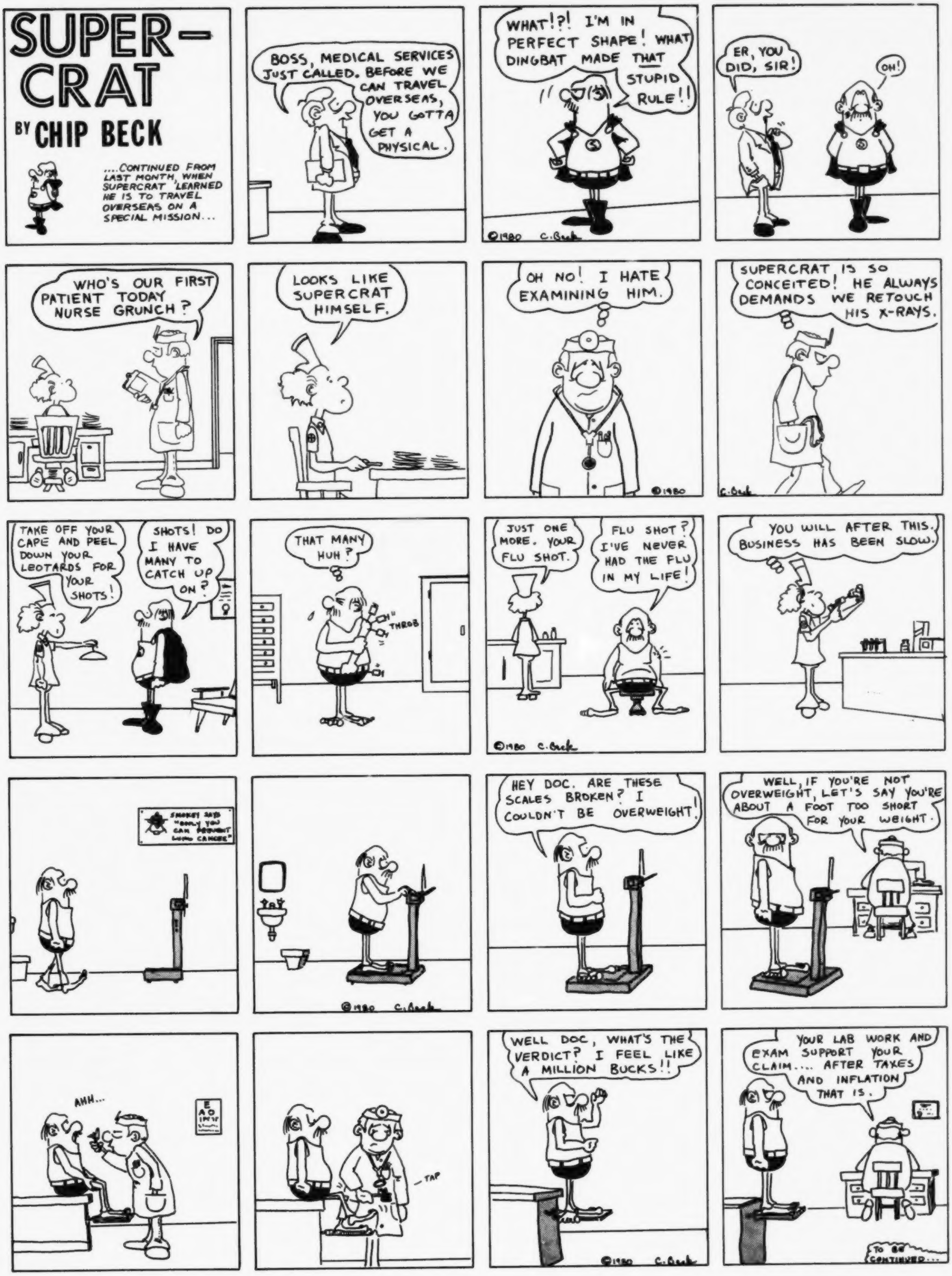
SUPER-CRAT
BY CHIP BECK
....CONTINUED FROM LAST MONTH, WHEN SUPERCRAT LEARNED HE IS TO TRAVEL OVERSEAS ON A SPECIAL MISSION...
BOSS, MEDICAL SERVICES JUST CALLED. BEFORE WE CAN TRAVEL OVERSEAS, YOU GOTTA GET A PHYSICAL.
WHAT!?! I'M IN PERFECT SHAPE! WHAT DINGBAT MADE THAT STUPID RULE!!
©1980 C. Beck
ER, YOU DID, SIR!
OH!
WHO'S OUR FIRST PATIENT TODAY NURSE GRUNCH?
LOOKS LIKE SUPERCRAT HIMSELF.
OH NO! I HATE EXAMINING HIM.
©1980
SUPERCRAT IS SO CONCEITED! HE ALWAYS DEMANDS WE RETOUCH HIS X-RAYS.
C. Beck
TAKE OFF YOUR CAPE AND PEEL DOWN YOUR LEOTARDS FOR YOUR SHOTS!
SHOTS! DO I HAVE MANY TO CATCH UP ON?
THAT MANY HUH?
THROB
JUST ONE MORE. YOUR FLU SHOT.
FLU SHOT? I'VE NEVER HAD THE FLU IN MY LIFE!
©1980 C. Beck
YOU WILL AFTER THIS. BUSINESS HAS BEEN SLOW.
SMOKEY SAYS "ONLY YOU CAN PREVENT LUNG CANCER"
©1980 C. Beck
HEY DOC. ARE THESE SCALES BROKEN? I COULDN'T BE OVERWEIGHT!
WELL, IF YOU'RE NOT OVERWEIGHT, LET'S SAY YOU'RE ABOUT A FOOT TOO SHORT FOR YOUR WEIGHT.
AHH...
E
A O
TAP
WELL DOC, WHAT'S THE VERDICT? I FEEL LIKE A MILLION BUCKS!!
©1980 C. Beck
YOUR LAB WORK AND EXAM SUPPORT YOUR CLAIM.... AFTER TAXES AND INFLATION THAT IS.
TO BE CONTINUED...

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WASHINGTON, D.C. 20520

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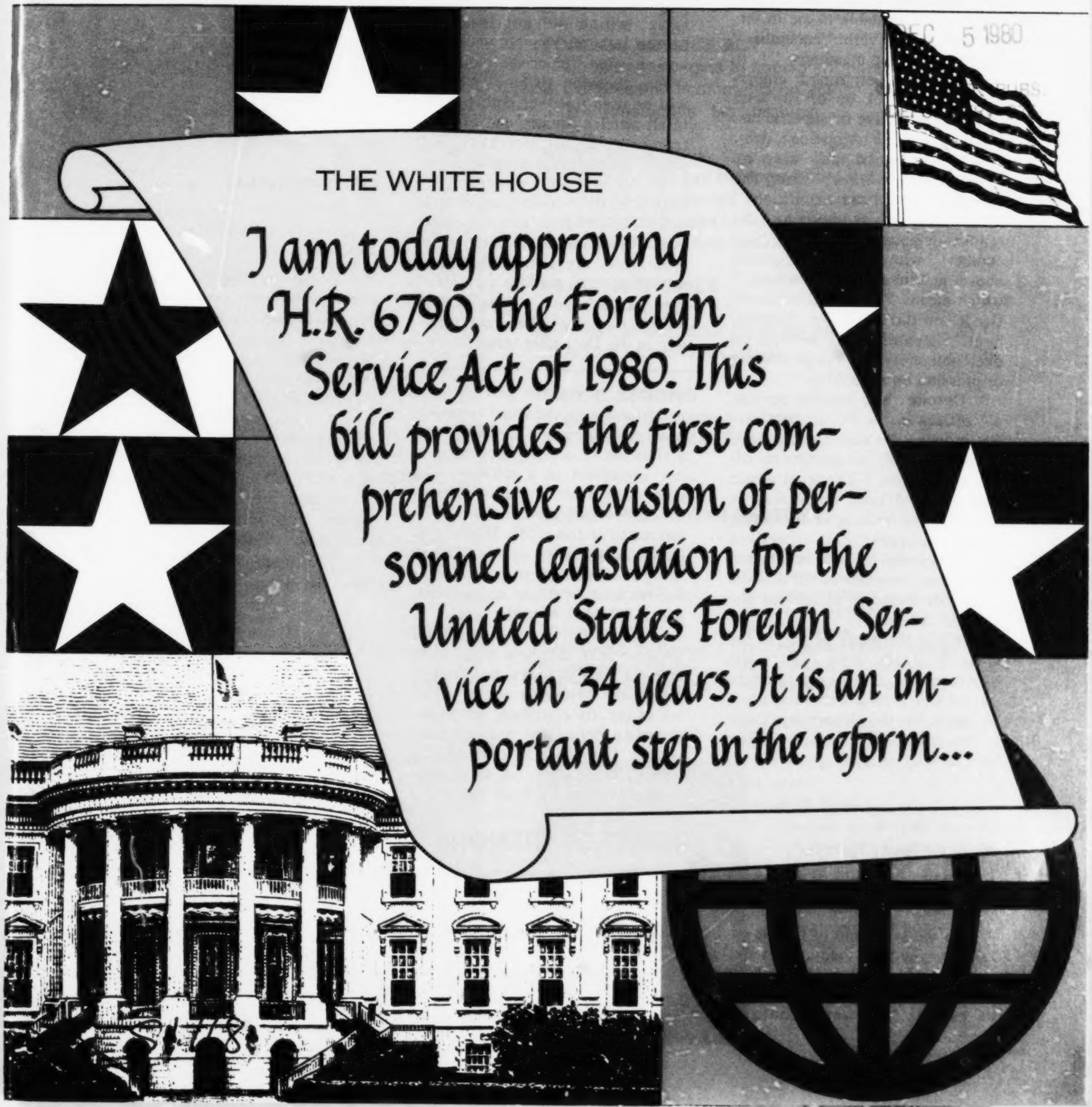
NEWSLETTER

NOVEMBER 1980 • NO. 228



THE WHITE HOUSE

I am today approving H.R. 6790, the Foreign Service Act of 1980. This bill provides the first comprehensive revision of personnel legislation for the United States Foreign Service in 34 years. It is an important step in the reform...

DEC 5 1980

S1.118:

LETTERS TO THE EDITOR

Naughty word

Lima, Peru

Dear Sir:

According to the four English dictionaries available to me in this office . . . the verb "encumber" has the following meanings: "1. to impede or hamper; retard; embarrass. 2. to block up or fill with what is obstructive or superfluous. 3. to burden with obligations, debt, etc." The word may also be spelled "incumber," but the meanings are the same.

In no case is there any relationship between the verb "encumber," with meanings as quoted above, and the noun "incumbent," which means "the holder of an office," or the adjective "incumbent," meaning "1. resting on one; obligatory. 2. lying, leaning or pressing on something."

Despite this, various personnel offices in the Department persist in using the verb "encumber" in the sense of "to occupy an office or position." The most recent such usage I have noted was in State 254740 on long-term training where, in speaking of incentives for proficiency in hard languages, the phrase "whether or not officers encumber language designated positions" is used.

While the many people in the United States who regard all bureaucrats as encumbrances might see nothing wrong with this, it's a bit much for the Department itself to join in the mudslinging, whether intentionally or from ignorance.

Sincerely,
June Darling☐

FROM THE EDITOR: 'S/he' it'll be

In accord with the editor's proposal in this space in the July issue, which did not lead to a heated debate, the Newsletter will abandon "he or she" and substitute therefor "s/he." "S/he" will be used to cover both genders in all articles (quotes and excerpts from outside articles excluded) where Department employees of both sexes are referred to impersonally—in the nominative case. The objective and possessive cases will be dealt with later (comments are still welcome on this score: the leading candidates are "sh/im" and "sh/is"). The switch to "s/he" becomes effective in the December issue.☐

More on leaky faucets

Kuwait

Dear Sir:

In the last issue of the Newsletter, you published a letter specifically addressed to the problem of leaky faucets, and how "billions of gallons" of water could be saved if only these faucets were periodically checked and repaired. Making suggestions for improving a situation or solving a problem is one ingredient of a solution. The other ingredient is the implementation of the suggestion. I would be interested if either Mr. Harris (letter in July issue) or Ms. Hanks (August–September issue) ever followed up on their suggestions, and if so, what were the results.

All of us can find room for improvement. But how many of us take the time or make the effort to report the problems about which we so bitterly complain, to the appropriate offices or persons concerned. Let's face it, our building staff can't be aware of all maintenance problems all of the time. Unless employees report such problems to them, those problems probably won't get repaired. If, however, repairs aren't being made after they've been reported, the Department is facing a more serious problem than just "leaky faucets." But which is it, ignorance of the problem or lack of concern?

Sincerely,
Mark A. Sanna ☐

Ethnic minorities

Washington

Dear Sir:

To my surprise in reading the Library Booklist section in your August–September issue I note that you have omitted under "Ethnic Minorities in the World" the numerous minorities in western Europe. We have identified 46 major ethnic minority groups in western Europe, and I am pleased to enclose a selected bibliography of books dealing with these. I trust all of them are in the Department library. Hopefully this is not a true indication of the importance of western Europe in our foreign policy.

Sincerely,
Charles R. Foster
Executive secretary
Committee on Atlantic Studies

Most of the books listed by Mr. Foster are included in this month's Library Booklist (see last page). ☐

—(Continued on Page 61)

TRANSFER TREMORS ....by ebp

I was almost transferred to COLOMBIA, but I didn't want anyone MEDELLIN in my business.

I was almost transferred to SWITZERLAND, but I did a slow BERN.

I was almost transferred to KATHMANDU, but I hadn't oNE PAL at the post.☐

Department of State NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 20th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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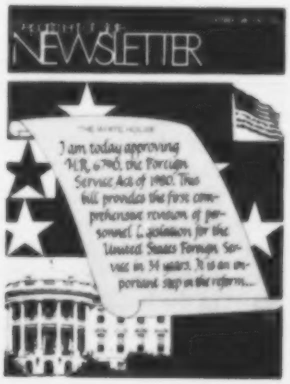

NEWSLETTER
THE WHITE HOUSE
I am today approving H.R. 6790, the Foreign Service Act of 1980. This bill provides the first comprehensive revision of personnel legislation for the United States Foreign Service in 34 years. It is an important step in the reform...

THE COVER—The Foreign Service Act of 1980, signed by President Carter on October 17, supplants the basic Foreign Service law adopted in 1946. Department officials are briefing employees at home and abroad, on the legislation's provisions, most of which go into effect February 15. (See Page 2.)

FOREIGN SERVICE ACT

Department's new charter is explained at open meeting

Director general is on tour; others to follow

Under Secretary *David D. Newsom* is moderator at meeting in Dean Acheson Auditorium. Panelists are, from left, *Anthea S. De Rouville*, AFSA vice president; *Kenneth W. Bleakley*, AFSA president; *James H. Michel*, deputy legal adviser, State; *Edna A. Boorady*, personnel director, AID; and *William I. Bacchus*, director, Office of Program Coordination, Bureau of Personnel, State. □

WITH THE NEW CHARTER for the Foreign Service being entered in the federal statute books (as Public Law 96-465), the Department started concentrating on efforts to explain the legislation to employees and to take the first steps toward putting it into effect. Task forces were already at work writing drafts of regulations as Under Secretary David Newsom (political affairs) presided as moderator at an open meeting in the Dean Acheson Auditorium, on October 23, to answer the questions of employees. The meeting was sponsored jointly by the Department, represented by Under Secretary Ben Read (management) and others, and the American Foreign Service Association, whose chief spokesman was president Kenneth Bleakley. Director general Harry G. Barnes Jr., in the meantime, was touring Foreign Service posts in Africa for the same purpose and, earlier, had visited posts in the Western Hemisphere. Ronald Palmer, the senior deputy assistant secretary for personnel, was preparing to go to East Asian and other African posts, and itineraries were being shaped for Department management officials to tour other parts of the world.

Mr. Read praised the legislation, remarking that on a scale of 1 to 100 he would put it at 150 "because what came out of the congressional process was better than what we put in some 16 months ago." "But no legislation is better than its implementation," he added. "Much remains to be done. There will be different points of view as we proceed, but we'll approach them with the same spirit of openness and cooperation as marked the passage of the legislation."

Employees asked questions at random, and at length, during the mid-day meeting, which lasted more than two hours. At one point Mr. Read was asked whether the Department was assured of funds to fully implement all sections of the act. He replied there was no certainty of this but that costs had been reviewed with committees in the House and Senate and consultations were underway with the administration's Office of Management and Budget. Mr. Bleakley said: "We're going to fight the battle of the budget next year—that's going to be our prime action. It's time that the Foreign Service fought for its budget just as the military do for theirs."

Other questions touched on topics such as the equal employment opportunity provisions, the relationships between State and the new Foreign Commercial Service, the conversion process for persons classed as Foreign Service Reserve and Foreign Service Reserve, unlimited tenure, the new age-65 mandatory retirement provision and its effect on promotion opportunities, the law's time-in-class requirements, the changeover from Foreign Service to Civil Service status for some Department employees, the new Senior Foreign Service and the training programs provisions. □

Under Secretary *Ben H. Read* discusses Foreign Service Act. (*Photos by David M. Humphrey, Visual Services*) □

'I take great pride in signing this bill'

President Carter issued this statement on October 17 as he affixed his signature to the Foreign Service Act of 1980:

I am today approving H.R. 6790, the Foreign Service Act of 1980. This bill provides the first comprehensive revision of personnel legislation for the United States Foreign Service in 34 years. It is an important step in the reform, simplification and improvement of personnel administration in the Government, a top priority of my administration.

Because of its special conditions of employment, including the requirement of availability for worldwide service, the Foreign Service was exempted from most of the provisions of the Civil Service Reform Act of 1978. I recognized then, however, that the Foreign Service, operating under a 1946 act designed for a far different world, was also in need of reform, and that many of the Civil Service reforms, appropriately modified, would promote greater productivity and improve personnel management in the Foreign Service as well.

The Congress agreed, and we worked together to frame legislation. The Foreign Service Act of 1980 is the product of our nonpartisan collaboration.

While this bill was being drafted, events were occurring that brought home vividly to all of us the extraordinary demands placed on our Foreign Service personnel. They play an essential role in the formulation and conduct of U.S. foreign policy and their service abroad often involves deprivation and danger. They are exposed to acts of terrorism and, in some places, to open hostility toward the United States and its representatives. We owe them our fullest support.

The new Foreign Service Act recognizes the professionalism and dedication required by today's Foreign Service. It sets high performance standards, provides incentive awards for outstanding service, and strengthens career development programs. It permits the President to promulgate a pay schedule that complies fully with the requirements of the Federal Pay Comparability Act. The executive order I will sign shortly will achieve comparability between the Foreign Service and General Schedule pay systems.

When I signed the Civil Service Reform Act just two years ago, on October 13, 1978, I said that it would "bring efficiency and accountability and competence to the federal Government that exceed what we have known in the past" and that it would put "incentive and reward back into the federal system." Our experience since that law went into effect indicates that it is bringing real improvement to the Civil Service—and that the American taxpayers are getting a better return on their tax dollar.

I take great pride in signing this bill today. It is a modern charter, well designed to meet the needs of the dedicated, able men and women of the Foreign Service in the decades ahead. I congratulate all the members of Congress and their staffs who devoted long hours and months to preparing it and who worked closely with my administration in bringing it successfully to enactment. □

New act helps against 'McCarthyism,' congressman says

By Dante B. Fascell

The author, a Florida Democrat, has been a member of the House since 1955, representing the southern tip of the Florida peninsula, including southern parts of Miami and Miami Beach. He wrote this article expressly for the Newsletter.

DURING my 26 years in the U.S. Congress, the foreign policy process has never ceased to fascinate me. My conviction that the foreign policy effort ultimately depends on the strength or weakness of its institutional framework led me to ask Secretary Vance in 1977 to submit a plan to reorganize the Foreign Service of the United States. After four years of work, it is fitting that the Foreign Service Act of 1980 will go into effect shortly after the celebration of the 200th anniversary of the Foreign Service.

The House Foreign Affairs Committee formally began the lengthy legislative process in June 1979, when I introduced the administration draft of the proposed Foreign Service Act, which, on Capitol Hill, became H.R. 4674. I introduced the bill so we would have a legislative starting point. I voiced no opinion on the draft at that time. This is standard procedure on complex legislation.

With Congresswoman Pat Schroeder's Subcommittee on the Civil Service, my Subcommittee on International Operations conducted 14 days of hearings over the next five months, and received both oral and written testimony from interested parties in the Government and the private sector. Our staffs then brought together suggestions, proposals, and amendments, and we began to sift through them. There were more than 400 suggested changes; we acted on each one—adopting, rejecting or modifing them. During this process, we had considerable help from the agencies' management—including State, ICA, AID, Commerce, Agriculture and the Peace Corps—and the respective unions. The two subcommittee staffs worked on innumerable drafts and, quite literally, went through the legislation line by line, word for word, down to the punctuation marks. The members of the subcommittees met in joint session to mark up the bill—an extremely unusual procedure—so that we could agree upon one bill to take to the floor. This simplified the parliamentary process and strengthened the chances for passage of a bill without extraneous amendments.

The success of this process was due to the enormous hard work and goodwill demonstrated by all the parties. My respect for the abilities and good sense of the foreign affairs agencies has reached new highs, and I want to express my thanks once again to those who helped in this process. The efforts of Congresswoman Schroeder and Congressmen John Buchanan and Jim Leach were also indispensable to this effort.

My purpose in taking on this task was to provide a solid and effective legal structure for the Foreign Service, to serve us in the decades to come. I wanted this structure to reflect the realities and ideals of today's Foreign Service and to strike a workable balance between management needs and employee rights. Only time will tell whether this bill will achieve that goal.

Congressional consideration uncovered a few major areas of concern which demand some response on my part. The first and most serious, from the standpoint of individual members of the Foreign Service, was pay comparability. The Congress requested the Department of State to study this issue and submit a report to us. The result was a very good and comprehensive report done by the well-respected firm of Hay Associates, Inc. We analyzed the four options proposed by this study and, in the House, chose Option 1, the most expensive, but also the one with the closest linkage to the General Schedule. The highest and lowest options which we ultimately considered ranged from a cost of $34.1 million to $15 million—a relatively small amount of money in the larger budgetary scheme. Yet, as virtually everyone knows, the difference sparked some very spirited discussion. I believe that the final $27.4-million compromise represents a good balance between the competing interests and is quite close, from the individual's viewpoint, to the House position, although the aggregate cost differential is $6.7 million. The transition provisions of the bill and the prohibition against loss of salary or grade also insure that no individual will lose anything by this proposal.

Another major goal of this legislation was the development of a structure that would encourage flexible career development patterns that would protect and enhance the careers of individual members of the Foreign Service and enable the Foreign Service to meet the foreign policy challenges of the future. A number of provisions combine to accomplish these purposes:

(1) A reaffirmation and strengthening of the requirement of worldwide availability and the "up or out" system of promotion by selection boards composed of one's peers.

(2) A reaffirmation of the legal protections attaching to members of the Foreign Service and employees of the foreign affairs agencies, including protection against reprisals.

(3) Development of a Senior Foreign Service characterized by excellence and operated under merit principles.

(4) Provision for expanded training opportunities for all members of the Foreign Service.

(5) A system of allowances and benefits which reflects the realities and burdens of Foreign Service life and rewards excellence.

(6) Codification of labor-management relations for the Foreign Service.

(7) Improvement of the grievance system to ensure protection of employee rights.

(8) An increase in the mandatory retirement age to 65, in recognition of the studies made over the past 30 years in medicine, transportation, and related fields, but also in recognition of the unique requirements of the Foreign Service.

(9) Inclusion in the Foreign Service family of personnel from the new Foreign Commercial Service and the Foreign Agricultural Service, in recognition of the fact that those functions reflect the requirements and skills necessary to the Foreign Service.

(10) Expansion of the protections of Foreign Service spouses, and the opportunities for training and employment, without derogating the needs of members of the Foreign Service.

A final word is necessary concerning the new Senior Foreign Service. Many have expressed fears that this represents a way to "purge" the Foreign Service of members who have the "temerity," or the courage, to disagree with established policies. Nothing could be further from the truth. Entrance into, promotion and retention within the Senior Foreign Service will be governed by selection boards in the same manner as in the Foreign Service as a whole. Time-in-class for the three classes of the Senior Foreign Service will initially total about 14 years. In order for anyone to "purge" a group of Foreign Service members under the act, that person would have to rig promotion numbers, corrupt selection boards, undermine the unions, and conduct a wholesale forgery of personnel records—and do it all in complete secrecy. I don't know anyone that talented, nor do I believe that the Foreign Service is made up of empty-headed, "striped-pants cookie pushers" who would sit by and allow that to happen. I might remind those who whisper "McCarthyism" that none of the employee protections which have been reflected for almost a decade in the Foreign Service were law during the McCarthy period. I can't guarantee, however, that some future Secretary of State won't try to get rid of one officer who "stepped out of line." Only the members of the Foreign Service willing to use the legal tools we've provided can ensure that such a thing does not happen.

I would like to think that this experience will mark the beginning of a new and better chapter in the sometimes rocky relations between the Congress and the Foreign Service. Since passage of the 1946 act, relations between us have been either governed or marred by the unfortunate experiences of the McCarthy period. I believe that this is behind us—but the belief will only be a recognized and accepted fact when individual members of the Foreign Service feel as free to communicate with the members of Congress as does the farmer in Iowa, the academic in Massachusetts, the industrialist in California, the expatriate American overseas, or the civil servant in Washington, D.C.—because the fact that you spend most of your careers overseas makes you no less our constituents than are other Americans.

I want to make one last point very clear. This bill is not "management's tool" or a "union bill" or the result of some conspiracy to "get the Foreign Service." It is a creature of the Congress, and an expression of our conviction that the Foreign Service of the United States must be a separate entity, strong, flexible and able to meet the foreign policy challenges of the future. No legislator can legislate courage or good management or competent personnel. We can only provide the structure for you to use.

Now it is up to each and every one of you to take responsibility for your careers and for the collective well-being of the Foreign Service and the foreign affairs agencies so that there will never again be any question on whose shoulders rests the strength of the U.S. foreign policy effort. We in the Congress and on the Foreign Affairs Committee stand ready to help in every way possible. ☐

No more Foreign Service Reserve appointments

In accord with the new Foreign Service Act, the Department will no longer make Reserve appointments to domestic, scientific, professional and technical positions. These positions will, instead, be filled with time-limited Civil Service appointments at Grades 12 through 15.

As authorized by the Office of Personnel Management, the appointments will be for periods up to four years, involving "persons having special qualifications in foreign policy matters." Administrative and management positions not specifically related to foreign affairs will be excluded from the new category. For information, contact the Office of Recruitment, Examination and Employment, Room 7314, SA-15, 235-9386.☐

Correction

In the October NEWSLETTER, Pages 3–4, one provision of the new Foreign Service Act was incorrectly summarized. The exemption from selection-out for relative performance for current Staff corps members should read "for 10 years or until eligible for an immediate annuity," instead of "for 10 years or until promoted." ☐

Congress: Where are you?

By Lawrence B. Lesser

The author, a management analysis officer in the Bureau of Personnel, has tried to convince the editor that this particular analysis by him has no official status.

THE NEW Foreign Service Act comes as a delight to State Department bureaucrats, who will have years to wrestle with its intricacies, but the legislation creates an immediate problem for the President of the United States. As if he didn't have enough already to keep him awake, the President will have to figure out what to call the old FSO-2s, FSO-1s and career ministers who comprise the new Senior Foreign Service (SFS). He has been ordered in Section 402(a) to "prescribe an appropriate title" for each of these classes.

Mr. Lesser

Congress did try to help him at one stage by writing titles into the law—counselor, minister-counselor and minister, respectively. This was in an early version of the bill. But then Congress backed off—passing the buck to the President—when objections were raised, among them that the three suggested titles are being used already in a somewhat different context as diplomatic titles, and that they might have connotations for the general public that are neither positive nor clear.

I have no doubt that the President will somehow solve this problem but, in an effort to be helpful, I have been pondering some alternatives for him should he decide to reject the counselor, minister-counselor, minister recommendation. An obvious alternative would be to call the levels SFS-3, 2 and 1—or the other way around. Or even SFS-C, B and A. There is no reason he couldn't adopt this simple nomenclature, except that he does have a fine opportunity to exercise originality and come up with names better reflecting our pride and tradition.

Let's consider the possibilities:

COLORS—A colleague proposes we call the classes SFS-Red, White and Blue. Collectively, this presents an attractive picture, wrapping the SFS in the American flag. But those officers designated Red might be uncomfortable with the slight odor of the McCarthy period that still clings to that color. And the White officers might not altogether shake the racial association with that name. The President could substitute such colors as Green or Orange, but then there would be little rhetorical sense of gradation from lesser to greater. Another color-related suggestion with a bit more to recommend it is Bronze, Silver and Gold, as in the late-lamented "nonpolitical" Olympics context.

ANIMALS—Here a whole zoo of ideas is available. Mr. President, you could begin with the tried-and-true scheme of the Cub Scouts' Wolf, Bear and Lion. If that is too childish, you could consider the bird progression of Hawk, Falcon and Condor. Perhaps those birds convey an image too martial; then how about Pigeon, Gull and Owl? (Chicken, Duck and Turkey is a non-starter). I offer, too, the North American mammal series: Otter, Weasel and Fox. Or how about Mink, Sable and Ermine? Getting into the water, I would eschew naming our Senior Foreign Service members for killers like the Shark, and there are obvious reasons not to have a Flounder class. But there are exploitable possibilities for Tuna, Dolphin and Whale—not so? One final animal suggestion: Go with mythical beasts, such as Minotaur, Pegasus and Griffin.

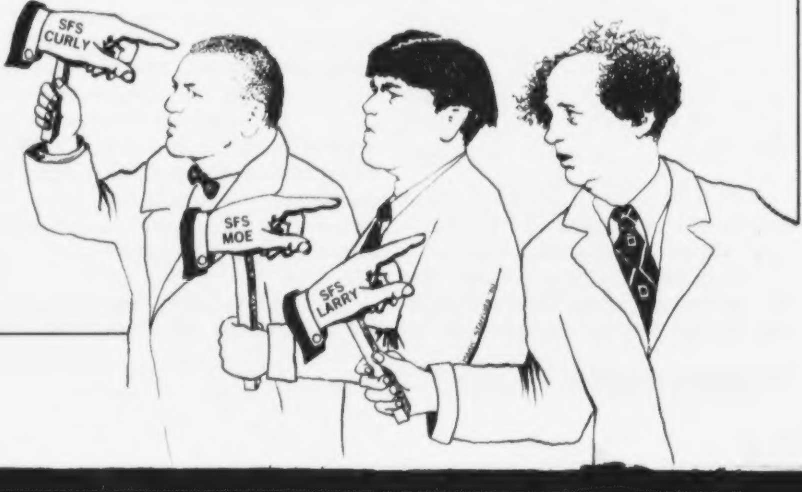
COMMEMORATIVE—The SFS classes could be named for illustrious American diplomatists, such as Adams, Franklin and Jefferson. Or for legendary American heroes: John Henry, Pecos Bill and Paul Bunyan.

SPORTS—Here, too, the American language has been vital and dynamic, and you might borrow from it. For example, call the SFS grades, in ascending order, Hikers, Cyclists and Joggers. Or perhaps the first grade should be Linebacker, the middle grade Snapper and the final grade Tight End. (Other football terms are equally possible.)

ASTRONOMY—Without delving into sci-fi terms, I have come up with Lunar, Solar and Stellar as one series, or Global, Planetary and Cosmic as another.

MISCELLANEOUS—Using the military model, with appropriate modifications, the grades could be Brevet, Standard and Full. Shifting slightly back toward zoological terminology, you could try Rear, Dorsal and Full Frontal.

Finally, why not just use old-fashioned terms that describe what the Senior Foreign Service does? The first level is Soothsayer, the second is Sage, and the highest is Prophet. ■



NEWS HIGHLIGHTS

Hostage Relief Act passes in Congress

U.S. hostages and their families are to receive far-ranging benefits—including tax breaks, health care payments and education expenses—under a law passed by Congress before it recessed last month. Known as the Hostage Relief Act of 1980 (H.R. 7085), the legislation applies to the hostages in Iran, to U.S. civilian and military personnel similarly held captive elsewhere around the world since the U.S. embassy takeover in Tehran, and to others who may become hostages during the next three years.

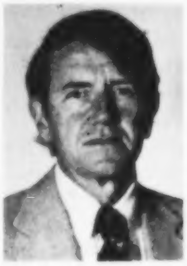
The law gives such individuals the same tax advantages as those which were available to U.S. prisoners of war in Vietnam. In addition, the act authorizes the payment of interest on uncollected salary checks; payment for any medical or health care required by the hostages and members of their families incident to their ordeal, not covered by insurance; educational benefits for the spouse and children of hostages held 90 days or more; and educational benefits for the hostages themselves, after their release, should they wish to embark on new or different careers. The law also authorizes a court to stay certain civil actions brought against a hostage until he or she is able to respond.

In the event a hostage dies as a result of the ordeal, the act forgives federal taxes on all income of the hostage for the year of death, and for any prior year for which he or she was held hostage. In addition, the act permits the spouse of a hostage to file a joint return even though the hostage is unable to sign the return. The law also defers the requirement that the hostage file or pay federal income taxes during the period of his or her confinement, plus 180 days. Other tax actions affecting the hostages would also be postponed.

A Department official said the act applies to Assistant Secretary Diego C. Asencio, former U.S. ambassador to Colombia. Mr. Asencio was seized by terrorists in Bogota on February 27, with more than 30 diplomats from other nations. He was freed after a siege that lasted 61 days. The legislation was said to apply also to two Peace Corps volunteers who were held hostage in the last year.

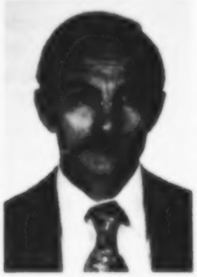
The bill was introduced by Congressmen Dante B. Fascell (D.-Fla.), chairman of the House Subcommittee on International Operations, and Al Ullman (D.-Ore.), among others. It had about 50 cosponsors. Frank Church (D.-Idaho), chairman of the Committee on Foreign Relations, introduced the bill in the Senate. ☐

John Taylor wins reporting award; 3 are runners-up


Mr. Taylor

Mr. Keogh

Mr. Hartwick


Mr. Peck

John J. Taylor, political counselor in Beijing, has won the annual Director General's Award for Reporting. The award includes $500 and an engraved desk pen set. The winner's name is inscribed on a permanent plaque in the Department's Foreign Service Lounge.

Director general Harry G. Barnes Jr., conferring the award, lauded Mr. Taylor's reports from Pretoria, where he had served as political counselor from June 1977 until recently. Mr. Barnes noted that the selection panel, headed by Assistant Secretary George S. Vest, had found the reports and analysis "comprehensive, yet concisely and succinctly written . . . reflecting an unusually wide range of local contacts and an excellent grounding in South African political problems." The panel also pointed out that Mr. Taylor was "always mindful of the needs of Washington policymakers; avoided information of marginal value; related his reports to U.S. interests; kept in mind the problems of neighboring areas, the viewpoints of interested world powers, and the interplay of their ministers; and made frequent suggestions as to how we might best act on the information he was reporting."

Runners-up among the 25 nominees for the award were Dennis W. Keogh, deputy chief of mission at Niamey, and Douglas A. Hartwick, who was economic and commercial officer there. They were nominated jointly by the embassy for their reports on the politics and economics of Niger. Another runner-up was Robert A. Peck, political officer in Ankara, 1978–79, for his reporting from Turkey. Mr. Peck is currently director of the Department's Office of Pakistan, Afghanistan and Bangladesh Affairs.

Mr. Taylor joined the Foreign Service in 1957. Before his assignment to Beijing he had served in Accra, Taichung, Taipei, Kuching, Hong Kong, Pretoria, and in Washington. ☐

Safety of life at sea group to meet

The panel on bulk cargoes, under the Safety of Life at Sea Subcommittee Working group on containers and cargoes, will conduct an open meeting at 10 a.m. Wednesday, November 12, in Room 6332 of the Nassif Building, Seventh and D Sts. S.W. The purpose will be to review the draft U.S. paper on direct reduced iron, prepared for submission to the next session of the Subcommittee on Containers and Cargoes; and to review all papers received from the International Maritime Coordinating Committee secretariat for the next session of the Subcommittee on Containers and Cargoes. For information contact Donald L. Ewing, USCG (G-MMT-5/12), Washington, D.C. 20593; (202) 426-2188, or Captain S. Fraser Sammis, National Cargo Bureau, Inc., Suite 2757, 1 World Trade Center, New York, N.Y. 10048; (212) 432-1280. □

Visas are 'front line' of foreign policy—Shelton

"Visas may be the most important aspect of U.S. foreign relations in most parts of the eastern Caribbean," Ambassador Sally Angela Shelton told the Consular Officers Association at a luncheon meeting at the Foreign Service Club on October 16. Ms. Shelton is the U.S. envoy to Barbados, Grenada and Dominica, minister to St. Lucia, and the U.S. representative to Antigua, St. Christopher-Nevis-Anguilla, and St. Vincent.

Ms. Shelton

"There is no U.S. foreign policy without visa policy," she said. "Because of wide unemployment, many persons in the West Indies want to come to the United States for economic opportunity. Cabinet ministers and other senior government officials are regularly involved in seemingly routine visa cases. Illegal immigration and fraud are continuing problems at many posts, including mine, and are made even more difficult by the pressures for emigration. The visa line is the front line of U.S. foreign policy, and how we deal with visa applicants vitally affects the image of the United States. I'm not saying that visas should be issued to unqualified applicants. However, if you do refuse someone, do so nicely, and give an adequate explanation of the reasons for your refusal."

Ms. Shelton noted that "Jonestown and similar disasters" are consular problems "with tremendously far-reaching foreign and domestic policy implications—the same can be said for any number of other emergencies and disasters, such as Hurricane Allen." The ambassador also noted that "consular matters are vital in maintaining and improving the public image of the Department and building up a domestic constituency for the Foreign Service." Consular matters such as visas, passport and citizenship cases, and assistance to Americans in trouble, she said, "are often the only points of contact Americans have with their Foreign Service."

Discussing the role of consular officers at U.S. embassies around the world, Ms. Shelton said they should work closely with economic and political officers. "The three sections must work in tandem—keeping each other informed, cooperating with each other, and contributing to each other's reporting." Consular officers have professional reasons to see police, immigration, passport, prison and other officials and can "contribute tremendously to a mission's overall reporting about the country." Also, visa officers meet a variety of applicants, she said, and can contribute to the post's biographic and other political reporting.

Chiefs of mission and deputy chiefs of mission, she said, should take an active interest in their consular sections—"not to tell consular officers their business, but to ensure that they are part of the mission and that their views are heard by the 'front office.' At my mission in Bridgetown, the deputy chief of mission regularly attends consular section staff meetings. All junior consular officers also attend the country team meetings on a rotational basis." □

Good News Department

Mr. Farris

Ms. Johnson

"I want to tell you some good news. It's about my check," the caller told the NEWSLETTER. "I lost it, but a nice lady found it and took the time to bring it to me at State. It was for $125. I would've worried about it all day."

The caller was Leroy Farris, assistant chief of the analysis section, Office of Communications. The "nice lady" was Virginia L. Johnson, a budget analyst in the Executive Director's Office, Bureau of Inter-American Affairs.

"I couldn't find the check," Mr. Farris continued. "I figured I must have dropped it in front of the building when I took out my ID card. Then I really began to worry that some unscrupulous person had found it. It had my signature and account number. Somebody could have misused them. Anyway, Ms. Johnson brought the check to me. I want to give her some recognition for her kindness."

And what does Ms. Johnson say?

"I found the check on E Street on a windy day. I thought it was just a scrap of paper, but when I came closer I saw it was a check, all filled out.

"I'm glad I found it. It was no big thing."

—BARNETT B. LESTER□

Open Forum members confer with Saunders

Members of the Palestinian-Israeli Working Group, representing the full range of perspectives in this controversial area of diplomacy, met with Assistant Secretary Harold H. Saunders on October 21, in his conference room. The session lasted more than an hour and a half, with Mr. Saunders putting a number of questions to members of the panel. The working group is an arm of the Secretary's Open Forum, membership in which is open to all Foreign Service and Civil Service employees in the foreign affairs agencies.

"One of the attractive aspects of the Open Forum working group concept is that officers can develop new policy ideas independently of official bureaucratic channels, and then present their proposals at a much higher level," said Open Forum chairman George Dragnich. "Open Forum working groups have consistently found the Department's principals to be very receptive to carefully thought-out alternative views. The chairman's office has sponsored a wide variety of working groups, made up of officers working on their own time. It welcomes ideas for new groups to address other issues."

Speakers scheduled to address the noontime Open Forum meetings this month include Hodding Carter, former Department spokesman, November 17; political commentator John Sears, November 19; Vivian Derryck, director, U.S. Secretariat for the World Conference of the Decade for Women, November 21; Ambassador George Aldrich, chairman, U.S. delegation to the Law of the Sea Conference, November 24; and Assistant Secretary Richard Holbrooke, November 26.

A former under secretary for political affairs and two assistant secretaries addressed the Open Forum last month. Mr. Saunders discussed the topic, "Camp David: Does Anyone Have A Better Idea?" on October 1. Assistant Secretary Richard Moose spoke on October 16, discussing developments in Africa since his talk to the Open Forum two years ago. U. Alexis Johnson, former under secretary, spoke on "Japan: Where Is It Going?" on October 22.

Other speakers in October included Constantine Menges of the Hudson Institute, who called for a new U.S. policy direction in Central America; Klaus Herrmann of the American Council for Judaism, who discussed "American Jews and International Politics: Is There a 'Jewish Vote'?"; Richard Scammon, director of the Elections Research Center and a consultant to NBC News; national security adviser Zbigniew Brzezinski; and Kenneth Towsey, former Rhodesian and Zimbabwean representative in Washington, who discussed "Zimbabwe: Problems and Promise." ■

Staffers of the Board of Examiners for the Foreign Service, who painted part of their office space in State Annex 15, are, standing, from left: *Hugh Campbell, Herb Ferguson, Jon Gibney, Lisa Adams* and *Walt Notheis*. Front row: *Jeff Miller, Joe Oleink* and *Nard Neher*. (Photo by Donna Gigliotti) ☐

***U. Alexis Johnson*, center, front, with Open Forum chairman *George Dragnich* left, front. (*Photo by Glenn Hall, Visual Services*)** ☐

Blistered behinds at Embassy Beijing

(from Sadie's wooden saddle)

By Geri Bender

The author of this piece, which also might have been headed "Hi-ho, Hot Lips!" or "Galloping with Gertrude," is a secretary in the political section. She describes here what happened on a day away from her desk, in the Chinese interior.

Mongolia spelled adventure—
Silk robes and grassy tracks.
Romance and mis'ry waited
On camels' lumpy backs.

While other camels sprawled lazily on the ground, Sadie stood, dominating them. Though they had shed their winter fur coats, Sadie's was draped about her yet, patchy and worn. The other camels had mundane, scrawny eyelashes of two-inch length, but Sadie's were five-inch at least—and curled sensuously. That sold me. Sadie was mine.

Miss Bender

What better way to spend a day than by taking a camel ride on the grasslands of Inner Mongolia, garishly garbed in gaily-colored silk Mongolian robes, becoming all-too-intimately acquainted with a camel's foibles and fancies. And even more intimately acquainted, I might add, with an unpadded, wooden saddle. Well, we loved it!

Our embassy team—Lu Sargent of the Foreign Agricultural Service; budget and fiscal officer Brent Miller; his sister, Wendy; and I—had flown to Huhehot, the capital of Inner Mongolia, and traveled by minibus for three hours to the grasslands and to Wulan Tugar, the Red Flag People's Commune. There we settled into our *yotel* (yurt, which is a circular, domed tent, made of skins, + hotel = *yotel*, of course). Most tour groups, of 10-20 people, must settle for taking turns on the five camels and three ponies that are available. Since we were so few, however, we were lucky, and rode the camels for four hours—about 12 miles. How can bliss and misery mix so well?

Sweet Sadie was my darling,
Despite her spittle of green.
I doted on her lashes,
The longest I have seen.

Sadie was mine, for better but mainly for worse, 'til we did part. While generally a polite camel, as camels go, Sadie was hard to get going, and was particularly incensed when asked to kneel down so the rider (that's me) could climb on. She spit on the request. Literally. Green spittle, at that. And lots of it (because of her nibbling of weeds along the way). Sadie was no lady at these moments. Besides that, she suffered from an itchy front hump. And the only thing she had to scratch it with was her nose. Now the sight of a camel's face head-on is appalling enough but, seen upside down, Adam's apple bobbing, it's downright repulsive. And then there was the problem of Sadie's year-old fur coat that was still being shed—all over my camera, my silken robe, my face, my hair . . .

Lu's camel, Homer, was quite mannerly but sharp as a razor, or at least his back seemed to be. Wendy's was believed to be so vicious it had to be led the entire way, much to her intense disgust (Wendy's—not, to our knowledge, the camel's). Brent had the star of the show . . .

This is another article in what has become a Newsletter series on strange animals encountered in the Foreign Service. All employees are eligible to contribute. Cable or mail your story, with illustrations if possible, to Editor, DGP/PA, Room 4515. If you have a query, telephone (202) 632-2019. ☐

When Gertrude said, "No further,
I'm finished for the day,"
She squalled and bawled quite loudly
As on the grass she lay.

We had music, of sorts, as background on the route. Gertrude sang. That is, all the way out, Gertrude bawled and Gertrude squalled. Gertrude brayed—and Gertrude stayed. Seems she didn't like going that far. So at her first opportunity (the place where most tour groups take their five-minute camel ride), she bellowed and sat down. *And stayed down.* Since she, and therefore Brent, brought up the rear, no one noticed at first. Then our herdsman raced back on his small pony to get Gertrude up and going. He did, for a while.

"Go up that hill?!" she seemd to be bawling a little later. "Baloney!" She sat down, screaming. But Brent, no dummy, had learned his lesson. Drumming his heels on Gertrude's ribs, he pulled at the rein and got her up, wailing. But Gertrude was stubborn, as well as ugly, and she immediatley sat down again. Bellowing, of course. Came a fast tattoo of heels on ribs and a fierce yanking of rope, and up she came again. Complaining, naturally. This time Gertrude acceded to a man's greater prowess and ploughed reluctantly on, at the rear, seranading us with her lugubrious Constant Song of Dismal Sorrow. Until we headed home. Then, needless to say, she became the speediest of our camels—the first to reach the yotel.

We'd holler, "Here comes Hot Lips!"
And scatter 'cross the plain.
Because her lips did froth so
It fell on us like rain.

Hot Lips? She was a teenage camel with nothing better to do that afternoon than tag along (riderless) with the oldsters. But young camels have young lips. Truly. They are

***Wendy* sits on her "vicious" camel, and the author stands by a complaining *Sadie*. The women are wearing their Mongolian robes.** ☐

flaccid and flabby, not firm. When Hot Lips ran, her lips—very long things they were, too—flopped up and down, like flags flapping in a breeze. She and Gertrude always brought up the rear, and the herdsman who accompanied us had to circle back and set them running to catch up with us. Seeing the two, one of us would set up the cry, "Here comes Hot Lips," an instant signal for undeserved ridicule and merriment. As the day wore on, Hot Lips' hot lips began frothing (definitely a young squirt and out of condition), and the froth trailed behind her like a signature written on the wind.

In silken robes of splendor
They sped across the plain.
The glory of their saga
Endures despite the pain.

But in the end, it all boiled down to pain. The saddles are made for thin, short, wiry Mongolians, not fat, overstuffed Americans. The wood was hard—unpadded except by us. How to describe the results after four hours—uh, delicately? Well, we had blisters on the behind and bruises on the between. Especially Brent, who leaned back in the saddle, explaining he was more worried about his posterity than his posterior. He paid with a batch of blisters. Lu laughed at him for sitting on a pillow on the train home, but reports from a reliable anonymous source had it that Lu was sitting on a pillow in her office on Monday.

This camel posed for the author at the Great Wall. ☐

It was a great trip—wide-open plains carpeted with grass, blue skies, mountains of white clouds. We concluded our day—it was July 4—with fireworks at the yotel, and we were delighted by the stars that appeared when the lights went out. But the real fireworks were provided by the real stars of the show—those cantankerous, endearing camels.

Wulan Tugar drew them home,
A snug yurt and a bed;
The needle's eye behind them
And fireworks ahead.■

APPOINTMENTS

Jack F. Matlock: Czechoslovakia

Jack Foust Matlock Jr., since 1979 deputy director of the Foreign Service Institute, is slated to be the new U.S. ambassador to the Czechoslovak Socialist Republic, the White House has announced. He would succeed Francis J. Meehan in Prague.

Mr. Matlock

Mr. Matlock joined the Foreign Service in 1956, and was assigned as an intelligence research analyst in the Bureau of Intelligence and Research. From 1958 to 1960 he was a consular officer in Vienna, and then took Russian language and area training in Oberammergau, West Germany, for a year. He became political officer in Moscow, 1961–63, and Accra, 1963–67. In recent years he has served as principal officer, Zanzibar, 1967–69; deputy chief of mission, Dar es Salaam, 1969–70; student at the executive seminar in national and international affairs, Foreign Service Institute, 1970–71; and country director for Soviet affairs, 1971–73. Mr. Matlock became director of the Office of Soviet Affairs in 1973. He then was assigned as deputy chief of mission and minister-counselor in Moscow, serving until 1978. After a tour as diplomat-in-residence at Vanderbilt University, he was named to the No. 2 post at the institute.

Born in Greensboro, N.C., on October 1, 1929, Mr. Matlock received a bachelor's, summa cum laude, from Duke in 1952 and a master's and a certificate from the Russian Institute, Columbia, in 1959. He also studied for a doctorate at Columbia. From 1953 to 1956 he was an instructor in Russian language and literature at Dartmouth. He is the author of "Index to the Collected Works of J. V. Stalin" and articles in several publications, and a member of the American Foreign Service Association, American Association for the Advancement of Slavic Studies and Southern Political Science Association. He is fluent in Czech, French, German, Russian and Swahili. Mr. Matlock is married to the former Rebecca Burrum; they have four sons and a daughter. ☐

Bodde takes 4th post

Ambassador William Bodde Jr. has become the first U.S. minister to the Republic of Kiribati, in the South Pacific. Mr. Bodde is serving concurrently as the U.S. envoy to Fiji, the Kingdom of Tonga and Tuvalu. In addition, he is the U.S. representative on the South Pacific Commission. ☐

8 are named to trade advisory panel

President Carter has appointed eight persons as members of the Advisory Committee for Trade Negotiations, for two-year terms. They are Alvin J. Boutte, president, Independent Bank of Chicago; Philip Caldwell, chairman, Ford Motor Co.; Jane Reis-Brian Engelhard, Far Hills, N.J., chairman, Engelhard Hanovia, Inc.; Milton N. Fisher, Miami, president of two exporting firms; Pedro A. Grana, Houston, president, Lone Star Shipping, Inc.; Thomas L. Holton, chairman, Peat, Marwick, Mitchell & Co.; Edward H. Jones, New York, president of an export firm; and Robert E. Rubin, board member of the New York Futures Exchange. ☐

South Pacific Commission

President Carter has appointed William Bodde Jr., U.S. ambassador to Fiji, Tonga and Tuvalu, as the U.S. representative to the South Pacific Commission. He also appointed, as alternate representatives, Vernon A. Mund of Seattle, a retired professor of economics at the University of Washington, and Myron B. Thompson of Honolulu, a former director of Hawaii's Department of Social Services and Housing. Mr. Thompson also is a member of the North Mariana Islands Commission on Federal Laws. ☐

International trade panel

President Carter has announced his intention to nominate Gardner Patterson to be a member of the U.S. International Trade Commission. Mr. Patterson is a senior adviser on the General Agreement on Tariffs and Trade, and a consultant to the World Bank. ☐

2 lawyers for overseas board

President Carter has announced his intention to nominate two persons, both lawyers, for reappointment to the board of the Overseas Private Investment Corp. They are James M. Friedman of Shaker Heights, O., and Edward L. Marcus of Branford, Conn. ☐

Foreign claims appointment

Ralph W. Emerson of Washington, president of Emersons, Ltd., will be nominated to be a member of the Foreign Claims Settlement Commission, for a term expiring in 1981, the White House has announced. ☐

Staff changes in Department

In the Bureau of Intelligence and Research, **Dennis H. Kux** is the new deputy assistant secretary for intelligence coordination; **William McAfee** is director of the Office of Intelligence Liaison, and **William E. Knepper** is director of the Office of Analysis for American Republics . . . **Edmund N. Parsons** is head of the Agency Directorate for Agriculture, Bureau of International Organization Affairs . . . **Carolee Heileman** has taken charge at the Agency Directorate for International Women's Programs, in the same bureau . . . **John L. Beahler,** M.D., is senior deputy assistant secretary in the Office of Medical Services. **Deane L. Hutchins,** M.D., is deputy assistant secretary for health care programs, and **Esther P. Roberts,** M.D., is deputy assistant secretary for mental health services. . . ■

AMBASSADORS ARRIVE AT POSTS

BANJUL, The Gambia—Ambassador *Larry G. Piper* presents his credentials to *President Jawara*.□

ASUNCION, Paraguay—U.S. Ambassador *Lyle F. Lane*, right, presents his credentials to President *Alfredo Stroessner*. With him is General *Luis Esteban Olmedo*, aide to the President. Second row: U.S. defense attaché Col. *Joe F. Veytia*, deputy chief of mission *Robert B. Lane*. Third row: AID mission director *Paul A. Montavon*, political officer *Andrew R. Kay Jr.* Fourth row: public affairs officer *Donna M. Oglesby*, economic/commercial officer *James J. Gormley*.□

CONAKRY, Guinea—*Allen Clayton Davis* presents his letters of credence as ambassador. With him is President *Ahmed Sekou Toure*. ■

After 50 years: a trip to U.S.

"NO HEAD of state ever got a warmer welcome to the United States than Fernando Almeida"—and you can attribute that quote to the popular Mr. Almeida himself. He said it on his return to Embassy Lisbon, where he has been a Foreign Service national employee for more than 50 years. He and his wife had just spent two weeks in the United States, their plane tickets paid for by Mr. Almeida's American colleagues at the embassy — colleagues past and present. Out of loyalty to Mr. Almeida, who had shown them loyalty for half a century, they dug into their own pockets to pay not only for the travel but also for a color TV set for Mr. Almeida and his wife and a number of mementos. No one could recall anything like this ever happening before in the Foreign Service. Nor could anyone, among those consulted by the NEWSLETTER, immediately recall a national employee who had served America so long.

Among those receiving Mr. Almeida in the United States was Secretary Muskie. This was the second meeting between the two, and they spent some 10 minutes reminiscing about CODELs (congressional delegations visiting Foreign Service posts), on which Mr. Muskie had served many times as a senator, and to which Mr. Almeida has devoted a considerable amount of his time over the years. Their first meeting came some years ago when Mr. Muskie arrived in Lisbon on a CODEL.

The Almeidas, shepherded on most of their stops by Donna Bordley, European post management officer, also attended a reception in their honor in the office of Department counselor Rozanne L. Ridgway, and they were the guests of honor at a luncheon in the Foreign Service Club given by the Harlan Southerlands (Mr. Southerland served in Lisbon as administrative officer), and at a dinner party given by the Portugese desk. Others wining and dining them, or conferring with them, included—but was not limited to—the Frank Carluccis, Assistant Secretaries Diego Asencio and George Vest, Delores Mann, Howard McGowan and Jane Becker.

The Almeidas toured the White House, the Capitol and Department units such as the New York and Baltimore Despatch Agencies. (In Lisbon Mr. Almeida is in charge of transportation and shipping.) It was his first trip to the United States, a country he first heard about from his father, who had lived in Massachusetts a few years before returning to Portugal. "I consider the American people to be my family," Mr. Almeida said in an interview with the NEWSLETTER. "This is a beautiful country, and I feel as though everyone in it is my friend."

He became an embassy employee on April 13, 1930—as quiet and unassuming a man then as he is today. He started out as a gardener and then served as a messenger, telephone operator and general services clerk. His duties now include assisting visitors and U.S. employees on their arrival at the embassy, facilitating shipment of household effects and clearing diplomatic mail. He has worked for 18 ambassadors, said Dixie Grimes of the embassy staff. The Almeidas, married 41 years, have one daughter and eight grandchildren.

"We wish him many more years in the embassy family," said Ambassador Richard Bloomfield. "We won't let him retire just yet." This suits Mr. Almeida just fine. For his part, he said, he has no plans to retire. ■

Secretary Muskie **and the** *Almeidas. (Photo by Walter Booze, Visual Services)* □

GRIEVANCE ACTIONS

Following is a summary of a Foreign Service Grievance Board decision, prepared by the board, numbered 342. The case is summarized in two parts: the first is the customary outline of the parties' positions on the issues, and the board's conclusions; the second is a digest of the board's findings in support of the grievant's request for reimbursement of attorneys' fees.

Part I

When the grievant first brought his case to the board, he complained, chiefly, that various administrative errors committed by his agency resulted in loss of promotions, as well as missed training and assignment opportunities. The agency, in its own review of the case, conceded it had failed to submit the grievant's performance file to five special promotion panels, and offered to take certain actions by way of remedy. The grievant rejected his agency's proposals.

The grievant rejected the board's subsequent decision, too, and appealed it to U.S. District Court. In large part, his appeal was successful. The court said the board had erred procedurally in its consideration of the case, and ordered that the grievant be given a new hearing before the board. That rehearing by another panel resulted in the decision summarized here.

The grievant (aided by counsel) essentially argued his case from two promotion-history tabulations which he obtained from the agency. One tabulation covered the class of officers in year X, when the grievant started with his agency as one type of Foreign Service officer; the other covered the officer class in year Y, when the grievant converted to another FS category. In support of his retroactive promotion claims, the grievant presented the status of the members of the class of X—his proper class, he asserted—at each of the particular years which the grievant said his own promotions would have taken effect, had it not been for the agency's errors. In addition to asking for earlier effective dates for his promotions to Class 6 and Class 5 (his current rank), the grievant asked for retroactive promotion to Class 4 and for promotion to Class 3.

The agency contested the grievant's requests, essentially on the grounds (1) that the grievant's performance record was "average," and (2) that it would be fallacious to regard him as a member of the class of X.

The board's conclusions, holdings and recommendations on the promotion issues cover eight pages of the 45-page decision. As springboard conclusions, the board found (1) past-promotion statistics covering the grievant's peers must be given weight; (2) the grievant can only be viewed as a member of the class of Y, and (3) the grievant's performance should be characterized as generally excellent—better than "average," as the agency maintained, but not at the outstanding level which the grievant was in effect contending for. Applying these premises, the board said the agency had demonstrated to its satisfaction that promotion to Class 3 was unwarranted (noting, among other things, that no one from the class of Y had yet attained that rank). The board recommended promotion to Class 4 (with some retroactivity), an earlier effective date for the grievant's promotion to Class 5, and the retention of the effective date which his agency had previously granted for the grievant's promotion to Class 6. The board also recommended that the grievant be given the opportunity for appropriate training, and ordered that he be given protection against selection-out for low ranking for a five-year period.

Part II

The agency opposed the grievant's request for reimbursement of attorneys' fees, on the grounds that the board lacked statutory authority for doing so.

The grievant argued that the Back Pay Act of 1966, as amended in 1978 by the Civil Service Reform Act, provided the missing authorization. He cited the amendments which authorize the awarding of attorneys' fees to an "employee of an agency" by an "appropriate authority" where the authority finds that the employee has "been affected by an unjustified or unwarranted personnel action which has resulted in the withdrawal or reduction of all or part of the pay, allowances, or differentials of the employee."

The board first determined that (1) a Foreign Service officer is an "employee of an agency"; (2) the board is an "appropriate authority"; and (3) the grievant was "affected by an unjustified or unwarranted personnel action" resulting in loss of rightful compensation. Underlying these determinations was the conclusion that the Back Pay Act applied to the Foreign Service as well as to the Civil Service. The board came to this conclusion both by the language and by the legislative history of that act.

The board then took up the question raised by the agency that, even if it were found that the Back Pay Act's amendments covering attorneys' fees are applicable, the board would still be precluded from awarding same in this case. This argument proceeded from the assertion that the case was pending at the time the amendments took effect on January 11, 1979—a correct argument if the "pending" assertion had to be accepted as correct. The board did not accept the assertion, ruling that the case now before it was a discrete proceeding begun after that date. But it declined, on separate and different grounds, to uphold the grievant's request for attorneys' fees covering the first board proceeding and the court proceeding.

The board directed the agency to reimburse the grievant for "reasonable"—the statutory standard—attorneys' fees attributable to the present proceeding. The parties were told to enter into good-faith discussions on the amount of the fees, with the board retaining jurisdiction in the event the parties failed to reach agreement.■

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*Dec.*	*Jan.*	*Feb.*	*Length of course*
Administrative training				
Administrative Operations	—	19	—	3 weeks
General Services Operation	—	5	—	4 weeks
Budget and Financial Management	—	12	2,23	6 weeks
Personnel Laboratory	1	—	16	3 weeks
Seminar on Terrorism	8,15	Dates to be announced		1 day* *May be subject to change
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	19*	—	4 weeks
	*Tentative			
Executive development				
Executive Performance Seminar	—	18	—	5 days
Overseas Supervisory Workshop	7	—	—	5 days
Supervisory Studies Seminar	—	—	8	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	12	—	2 weeks
Techniques of Negotiations	8	—	—	8 days
Multilateral Diplomacy	—	—	23	1 week
Political-Military Affairs	—	26	—	1 week
Orientation				
Foreign Service Secretarial Orientation	—	—	9	5 days
Departmental Clerical Orientation	—	12	9	5 days
Departmental Officer Orientation	—	20	—	2 days
Foreign Service Orientation	—	19	—	1 week
Foreign Service officer orientation	—	7	—	7 weeks
Secretarial skills				
Basic Office Skills	—	12	—	8 days
Clerical training				
Beginning Stenography	—	13	—	9 weeks
Intermediate Stenography	—	13	—	9 weeks
Advanced Stenography	—	12	—	10 weeks
Intermediate Typewriting	—	12	—	4 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			3 hours
Communication skills				
English and Communication Skills	—	—	10	10 weeks
Speech and Oral Communications	—	12	—	10 weeks
Elementary English Skills	—	13	—	6 weeks
Courses for managers				
Effective Writing in International Affairs	—	—	9	6 days
Workshop for Foreign Service families				
Workshop for Foreign Service Families	—	12	—	2 weeks
Going Overseas	—	—	7,18	1 day
English Teaching Seminar	—	—	2	1 week

—*(Continued on next page)*

War College graduate relates experiences in class of '80

BY STEPHEN P. DAWKINS

The author of this little memoir is now chargé d'affaires at Victoria, Seychelles.

LAST JUNE, I graduated with 14 other State Department officers at the FSO-3 and GS-15 level from the National War College, at Fort McNair in southwest Washington. We had spent an entire academic year studying and discussing national security—its political, economic and military components—and were prepared to move back to the Foreign Service for new assignments.

Mr. Dawkins

Most of our classmates came from the military—40 each from the Army, Air Force and sea services. There were 40 civilians, for a total of 160 students. The 14 State officers represented the largest group from a civilian agency. As a former junior officer in the Marines, I particularly enjoyed returning to the military at the colonel (FSO-3) level without having had to climb any more hills in the meantime.

The War College designed the curriculum to take officers away from their individual services and agencies, to pull them roughly away from their fields of expertise, and to force them to think of the broader issues of national security policy. Most of us had reached our present rank because we had succeeded in a specialized field—economic officer, fighter pilot, surface warfare officer, political officer or infantry commander. What the country also needs, however, it was felt, is a cadre of people who have risen above their specialties to form a pool from which will come the generals, ambassadors and admirals to conduct national affairs at the highest level.

When the National War College commandant, Lt. Gen. Bobby Gard, greeted us during the first week in August 1979, he outlined the objectives of the school. Then he grinned, confiding that he thought most of us had two other objectives: to unwind from the hectic pace of our last job, and to get to know other "hard chargers" from the military services and civilian agencies. We got the impression that War College graduates form a close-knit "mafia" within the Government, and that we would be dealing in the future with many of our classmates.

After orientation, I settled into a cozy routine of lectures in the morning to hear speakers like Averell Harriman, David Newsom, Maxwell Taylor, Paul Volcker and Henry Kissinger. I enjoyed hearing each of the chiefs of the military services talk about his goals, problems, relations with the press and Congress, and answer some tough questions from the audience.

In the afternoon we split up for elective courses. I made a mistake, however, in choosing courses that were directly related to Foreign Service work: "International Economics" and "Technology Transfer and National Security"; I should have opted for "Strategic Thought Since 1945" and other military courses that could have provided me with perspectives not normally available to the Foreign Service. I did take a course called "The Commander and the Media," where we practiced being interviewed in friendly and hostile situations. When I watched my own performance played back in living color on videotape, I found the experience humbling.

In all our classes the FSO's faced repeated challenges from their military classmates on issues involving the role of an embassy, civilian control in war situations, human rights, Soviet objectives, U.S. relations with China, and everywhere our varied backgrounds caused us to approach problems differently.

In early spring we broke down into groups of 15 to prepare for trips overseas. I chose the Greece-Italy trip since I had never been in either country. We spent four days in Athens and at Greek military bases talking with Greek officers about their problems, and what they saw as the threat to NATO's southern flank. I particularly remember a Greek air force "Scramble" demonstration. On a gray, overcast day at an airstrip east of Athens, we looked at our watches and then said "scramble" to two young Greek pilots standing in front of us. They turned and raced for their planes and,

--*(Continued from preceding page)*

Area studies and language training

Area studies				
Africa, Sub-Sahara	1	26	23	2 weeks
Western Europe	1	26	—	2 weeks
East Asia	—	26	—	2 weeks
Eastern Europe and USSR	—	26	—	2 weeks
Latin America	1	26	23	2 weeks
Near East and North Africa	1	26	23	2 weeks
South Asia	1	26	—	2 weeks
Southeast Asia	1	26	—	2 weeks
Language and advanced area courses				
Afrikaans	—	—	9	24 weeks
Arabic, Modern Standard	—	—	9	24 weeks
Arabic, Modern Standard (Advanced, in Tunis)	—	—	9	12/15 months
Bengali	—	—	9	24/44 weeks
Chinese (Standard)	—	—	9	24 weeks
Danish	—	—	9	24 weeks
Dari (Afghan Persian)	—	—	9	24 weeks
Dutch	—	—	9	24 weeks
Farsi (Iranian Persian)	—	—	9	24 weeks
French	15	12	9	20 weeks
German	—	—	9	20 weeks
Greek	—	—	9	24 weeks
Indonesian	—	—	9	32 weeks
Italian	—	—	9	20 weeks
Japanese (Advanced in Yokohama)	—	—	9	12/15 months
Japanese	—	—	9	24 weeks
Norwegian	—	—	9	24 weeks
Polish	—	—	9	24 weeks
Portuguese	—	—	9	20 weeks
Romanian	—	—	9	24 weeks
Russian	—	—	9	24 weeks
Serbo-Croatian	—	—	9	24 weeks
Spanish	15	12	9	20 weeks
Swahili	—	—	9	24 weeks
Swedish	—	—	9	24 weeks
Thai	—	—	9	24 weeks
Familiarization and short-term (fast) courses				
French (Metrop.)	—	5	9	6 weeks
French (Sub-Sah.)	—	5	9	10 weeks
German	—	—	9	10 weeks
Italian	—	—	9	10 weeks
Portuguese (L.A.)	—	—	9	10 weeks
Portuguese (Eur.)	—	—	9	10 weeks
Russian	—	12	—	6 weeks
Spanish (L.A.)	—	5	9	10 weeks
Spanish (Eur.)	—	5	9	10 weeks
Chinese	—	—	2	6 weeks
Early morning language classes				
French	—	—	23	17 weeks
German	—	—	23	17 weeks
Italian	—	—	23	17 weeks
Portuguese	—	—	23	17 weeks
Russian	—	—	23	17 weeks
Spanish	—	—	23	17 weeks □

in exactly 4 minutes and 30 seconds, were airborne. As we stood on the tarmac congratulating the squadron commander, both pilots came back at extremely low level and parted our hair with the jet wash of their Mirage fighters.

In Italy we met with the Italian defense minister in the midst of a cabinet crisis, saw NATO facilities in the Naples area, and enriched our cultural backgrounds with a close look at the wall paintings of Pompeii and Herculaneum.

June 10, graduation day, came upon us so fast that we experienced a little shock and sadness at leaving our classmates and, I must admit, getting back to the daily grind. The Foreign Service officers of the War College class of '80 went off to a variety of assignments—consul general, office director, personnel placement officer and Foreign Service inspector, among others.

I found the year personally rewarding, pleasant, and a good time to stop, think, and then set off for new horizons. □

Foreign Service officer writes book (his 2nd)

Foreign Service officer Robert M. Pringle, currently assigned as deputy director of the Economic Policy Staff in the Bureau of African Affairs, is the author of "Indonesia and the Philippines: American Interests in Island Southeast Asia," published recently by Columbia University Press.

Mr. Pringle

This is Mr. Pringle's second book dealing with that part of the world. His first work was "Rajahs and Rebels: The Ibans of Sarawak under Brooke Rule," published in 1970 by Cornell University Press.

Mr. Pringle joined the Service in 1967, after obtaining his doctorate in southeast Asian history from Cornell. He has served in Jakarta, Manila and the Bureau of Intelligence and Research. □

FOREIGN SERVICE GRIEVANCE BOARD—At workshop, from left, are board members *Harold Snell* and *Rufus Smith*, staffers *Raecarol Morgan* and *John Holbert*, member *Francis X. Quinn*, AFSA's *Susan Holik* and staffer *Joan McCready*. □

Grievance board holds workshops

The Foreign Service Grievance Board has been conducting workshops for representatives of the foreign affairs agencies and the two organizations representing employees—the American Foreign Service Association (AFSA) and the American Federation of Government Employees (AFGE). Board member Francis X. Quinn has led the sessions.

The October workshop featured a simulated grievance case and role-playing by the participants. Jordan Harding, ICA, was John Dough, the grievant, who had a problem relating to an evaluation report. Representing him was attorney Justin Peerless (Edward Murphy, State). Representing the agency was A. Rowdy Gator (John Holbert, ICA), who introduced two witnesses—Gloria Payne, (Raecarol Morgan, State), the nurse at the embassy in Clover; and Abner Peckworth (Carl Bartz, ICA), the supervisor and rating officer. On the panel hearing the case were L. Joan McCready, State; Susan Holik, AFSA, and H. Rowan Gaither, State. Sherry Lutes, State, took the role of a special assistant.

Pratt Byrd, executive secretary of the board, told the NEWSLETTER: "It will not be an invasion of John Dough's privacy to let the reader know that the grievant convinced the panel of the merits of his case and was awarded some of the remedies he sought."□

Solution to Diplo-crostic puzzle No. 6

(See October issue)

Mitchell. *How To Speak Southern*

"Yawl: a useful southern word consistently misused by Yankees when they try to mimic a southern accent which they do with appalling regularity. Yawl is always plural because it means you-all or all of you. It is never used in reference to only one person."

A. Moon Treaty
B. Issuing
C. Two Years
D. Counterforce
E. Hypocrisy
F. Eyeful
G. Lawn Care
H. Lawfully
I. Howe
J. Only Yesterday
K. Wyeth
L. The Mast
M. Otherwise
N. Sullivan
O. Principles
P. Eileen
Q. Adage
R. Kudus
S. Synonym
T. Occult
U. Urbanity
V. Turnhalle
W. Hellespont
X. East India
Y. Rowhouses
Z. Namibia □

Scholarships, awards are being offered

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, is offering scholarships, for the 1981–82 academic year, to dependent children of Foreign Service families who served abroad or are currently abroad. The scholarships will be given to college undergraduates, and are based on need.

In addition, there will be merit awards for graduating high school seniors based on academic excellence. The merit awards for 1981 are to be named in honor of Lesley Dorman, since 1976 president of the women's association.

In a related action, the committee on education of the American Foreign Service Association announced the winners of two more scholarships for the coming year. These are in addition to the 78 winners listed in the October NEWSLETTER. The Oliver Bishop Harriman memorial scholarship was awarded to Diana Ray Hooper, a senior art student at Pratt Institute, New York. Philippe J. Holsey, a senior at Morehouse College, Atlanta, received a scholarship from AAFSW. Students interested in applying for either the merit awards or the scholarships may write to Dawn Cuthell, Scholarship Programs, AFSA, 2101 E Street N.W., Washington, D.C. 20037. ■

TUNIS—Ambassador *Stephen Bosworth* presents Meritorious Honor Award to *Edna Zenger*, administrative assistant at the Foreign Service Institute's Arabic language and area school.☐

FOREIGN SERVICE INSTITUTE—*James F. Relph Jr.*, dean, School of Area Studies, at his retirement party, is presented the Department seal by director Paul H. Boeker.☐

American diplomacy 1780

By Jan K. Herman

November 1780

Fragile Neutrality

It is late fall in the Hudson Valley. With the storm of the Arnold affair behind him, General Washington concerns himself with the condition of his Army. As usual, the men are not particulary well-clothed or fed, but discipline remains strict. In his general orders of the 14th, he instructs his officers on the wearing of their uniforms. "The General recommends . . . the Field officers . . . to fix upon a fashion for the regimental clothing . . . It is a very odd appearance especially to Foreigners to see the same corps of officers each differing from the other in fashion of the facings, sleeves and pockets of their coats."

But Washington is not concerned by appearance alone. He insures the troops' readiness by sending patrols to raid isolated British outposts on Long Island and to reconnoiter the defenses of Manhattan. Although the French fleet remains blockaded in Newport and out of action, the dream of wresting New York City from British control is a constant one. His mind is also on the army in the South. The Continental troops in the Carolinas desperately need leadership. On the 7th he writes to Congress and thanks that body for approving his appointment of Nathaniel Greene, a trusted and able general.

Two weeks later, Arthur Lee attempts to involve the commander-in-chief in militia diplomacy. Will Washington use his influence in obtaining more French money? The General wisely prefers to leave the conduct of foreign affairs to the professionals. ". . . I have in the most explicit manner given my sentiments on this . . . to the Minister of France here; and if my Opinion can have any influence with the Court of Versailles, I imagine it will be known through this channel. A more direct communication might appear an intrusion and an interference in matters outside my province."

Meanwhile, in Europe, the full-time American diplomats try to mitigate Henry Laurens' circumstances; the former President of Congress still languishes in the Tower of London. On the 7th Franklin writes to Sir Grey Cooper, Secretary to the British Treasury, on Laurens' behalf. ". . . As I do not think that your affairs receive any advantage from the harshness of [his captivity], I take the freedom of requesting your kind interposition to obtain for him such a degree of air and liberty, on his parole or otherwise, as may be necessary for his health and comfort. The fortune of war, which is daily changing, may possibly put it in my power to do the like good office for some friend of yours. . ." On the 29th he has his reply. Cooper questions the credibility of Franklin's sources and includes an enclosure—a letter from the Tower's lieutenant-governor "proving" beyond any doubt that Laurens' health and comfort are being attented to.

In Holland, John Adams has lost all headway in his effort to make diplomatic and financial contacts. The infamous Lee treaty—that incriminating document so recently fished from the waters near Henry Laurens' captured brig—is to blame. On the 10th the British present the Dutch States-General a memorial that reads like an ultimatum. The Dutch Government must punish the Amsterdam burgomeisters who negotiated with Lee and repudiate the treaty, or George III "will consider the republic itself as approving of misdemeanors which it refuses to disavow and to punish, and after such a conduct his majesty will see himself in the necessity of taking such measures as the maintenance of his dignity and the essential interests of his people demand."

Even though there are those who will continue to support the Americans come what may, and those who refuse to be intimidated, the Dutch Government is thrown into a "state of astonishment, confusion, and uncertainty." Adams writes to Franklin on the 30th expressing the gravity of the situation. "This republic is in a violent crisis. If a certain party prevails, we shall raise no money here; if they do not, we shall raise very little. Patience is recommended . . . in hopes of a turn of affairs. I am advised to do nothing, to attempt nothing, not even to choose a house, at present." London and The Hague are clearly on a collision course. ■

(One of a series)

PERSONNEL: Foreign Service

NEW APPOINTMENTS

Anderson, Gerald C., Junior Officer Corps
Andrusyszyn, Walter E., Junior Officer Corps
Arceneaux, Robert L., Lisbon
Beck, Joan C., Buenos Aires
Beebe, Robert V., Bangkok
Benedict, Blaine D., Junior Officer Corps
Bowman, Karen, Ankara
Braley, Rodney M., New Delhi
Brooks, William E., Junior Officer Corps
Brown, Karen, Junior Officer Corps
Bump, Melinda J., Ottawa
Butler, John A., Junior Officer Corps
Butler, Michael, Junior Officer Corps
Button, Jack B., White House
Buxton, Keith C., Junior Officer Corps
Cardinal, Andrew B., Athens
Coates, Deborah A., Junior Officer Corps
Cook, John O., Junior Officer Corps
Cunningham, Jose E. V., Berlin
Daniels, Joseph, Office of Inspector General
Davis, Kathleen R., Junior Officer Corps
Donato Jr., John Francis, Office of Security, New York Field Office
Donner, Frederick H., Junior Officer Corps
Durham, John, Brussels
Enomoto, Lawrence M., Equal Employment Recruitment Complement
Fasullo, Gutty, San Jose
Fluornoy, Sally J., Mexico
Forbord, Nancy Jackson, Kingston
Fox, Stephen R., Junior Officer Corps
Francis, William W., Office of Deputy Assistant Secretary for Information Systems

MOSCOW—It's dress rehearsal at the U.S. ambassador's residence for performers in the Moscow Amateur Dramatic Society's (MADS) production of Thornton Wilder's "Our Town." Clockwise, from upper left: *John Bodson*, U.S. Commercial Office, production director, with *Ray Orley*, assistant cultural affairs officer; stage manager *Gene Pell*, NBC Moscow correspondent; *John Hall*, embassy science section and *Karin Williams*, wife of assistant naval attache John C. Williams; Mr. Bodson and *Barbara Thompson*, wife of cultural affairs officer William F. Thompson. *(Photos by Souad Demiray)*☐

ST. JOHN'S, Antigua, West Indies—Consul general *Paul J. Byrnes*, right, who heads the only U.S. consular establishment to be opened in 1980, is congratulated by *Eric Challenger* of the Antigua ministry of external affairs. On hand are consul *Jay Loretta Baker*, who is resident in Antigua, and *Karl Danga*, head of the consular section at the U.S. embassy in Barbados, of which the St. John's consulate general is a constituent unit, serving Antigua, St. Kitts-Nevis, Montserrat, Anguilla and the British Virgin Islands.☐

Galassi, Priscilla, Junior Officer Corps
Greene, Douglas C., Junior Officer Corps
Grifft, Karen Sue, Amman
Haines, Mary A., Junior Officer Corps
Hedges, John A., Junior Officer Corps
Holbein, James Robert, Junior Officer Corps
Hughes, Miriam I., Junior Officer Corps
Ingraham, Edward C., Classification/Declassification Center
Jardim, Frieda Hubert, Rio de Janeiro
Johnson, Stephanie F., Khartoum
Kayser Jr., Charles, Kingston
Kennedy, E. Ruth, Belgrade
Killgore, Andrew I., Classification/Declassification Center
Knaebel, Evelyn R., San Jose
Lawrence, Joyce, Athens
Lemb, Margery, Junior Officer Corps
Leonard Jr., Robert D., Amman
Lively, Susan P., Junior Officer Corps
Long, John D., Junior Officer Corps
Malkemes, Janet R., Junior Officer Corps
Marcolivio, Michael John, Office of Security, New York Field Office
Martin, David C., Brasilia
Martz, Mary J., Equal Employment Recruitment Complement
McGill, Robert M., Monrovia
Metzel, Jack D., Kabul
Milas, Kevin C., Junior Officer Corps
Morris, Deborah L., Quito
Mounaimne, Roberta N., Junior Officer Corps
Norman, Robert L., Junior Officer Corps
Olson, Ronald K., Conakry
Passar, Michael J., San Salvador
Phillipson, Kathleen A., Bogota
Pocus, Daniel John, Office of Security, New York Field Office
Relph Jr., James F., Foreign Service Institute
Rundell, David H., Junior Officer Corps
Salvador, Margaret, Guayaquil
Sampas, James G., Classification/

PANAMA—Director general *Harry G. Barnes Jr.* meets with deputy chiefs of mission to discuss new Foreign Service Act. From left, seated: *William C. Walker*, Tegucigalpa; *Melville E. Blake Jr.*, Panama; Mr. Barnes; *Ruth A. McLendon*, supervisory consul general, Mexico City; and *Virgil P. Randolph III*, Bridgetown. Standing: *Roy T. Haverkamp*, Kingston; *Rudy V. Fimbres*, Quito; *Carlos Yordan*, administrative counselor, Santo Domingo; *Richard B. Moon*, Caracas; and *Madison Adams*, San Jose. Not pictured is Frank Crigler, Bogota. ☐

Declassification Center
Sanders, Robin R., Junior Officer Corps
Santos, Alfred L., Office of Security, New York Field Office
Savage, Edward J., Classification/Declassification Center
Sherman, Dona P., Junior Officer Corps
Smith, Douglas Ray, Junior Officer Corps
Smith, Edward T., Junior Officer Corps
Solledor, Gabrielle M., Junior Officer Corps
Spirnak, Madylyn, Junior Officer Corps
Stirling, Gordon J., Junior Officer Corps
Tartter, Jean R., Classification/Declassification Center
Wall, William Douglas, Santiago
Wallace, Wane K., Kinshasa
Weiner, Herbert E., London
Wharton, John W., Bogota
Williams, Charlotte M., Junior Officer Corps
Wolf Jr., Victor, Classification/Declassification Center
Wycoff, Karl E., Junior Officer Corps

TRANSFERS

Abeyta, Victor A., Barcelona to Nuevo Laredo
Adams, Michael J., Gaborone to Foreign Buildings Office
Adams, Stephen L., Pakistan to Beijing
Adler, Vernon E., Warsaw to Oceans and International Environmental and Scientific Affairs
Ahlgren, Charles S., Cape Town to Pretoria
Alderman, J. Mikel, Manila to Oslo
Alligood, James V., Manila to Office of Communications
Ambach, Dwight R., Vienna to Foreign Service Institute
Amott, John C., Buenos Aires to Bureau of Personnel
Anderson, Laurence Desaix, Bangkok to East Asian and Pacific Affairs
Andrews, Thomas H., Bangkok to Frankfurt
Angelsberg, Cecilia E., France to Moscow
Apel, Roy J., Cali to Caracas
Armijo, Deolinda S., San Jose to Inter-American Affairs
Austrian, Michael I., Cairo to Karachi
Baas, Marc Allen, Economic and Business Affairs, Trade Agreements Division to Tokyo
Bache, G. Michael, Bonn to Human Rights and Humanitarian Affairs
Bakas, Mary Ann, Guatemala to Zagreb
Baker, Herbert W., Rome to Office of Coordinator of International Labor Affairs
Baker, Jerry L., Paramaribo to Tijuana
Baker, Nevin C., Burma to Office of Communications
Balabanis, G. Paul, Brussels to Economic and Business Affairs, Planning and Economic Analysis Staff
Bardach, Henry, Jakarta to Bureau of Personnel
Barnes, Christine, Baghdad to Near Eastern and South Asian Affairs
Barnett, Margaret A., Singapore to Nicosia
Barnhart, Margaret J., Rio de Janeiro to Bureau of Personnel
Barth, Norman E., Pretoria to Foreign Service Institute
Baur, Thomas C., Medical Services to Cairo
Bean, Maurice D., Inter-Governmental Assignment to Faculty Adviser
Beardsley, Bruce Anthony, Denmark to Foreign Service Institute
Beck, William G., Sudan to African Affairs
Becker, Robert W., Germany to European Affairs
Benker, Robert Edwin, Damascus to Belgrade
Berger, Michael J., European Affairs to Copenhagen
Berlind, Alan D., Interagency Task Force on Law of the Sea to Brussels
Berry, Frank L., Canada to Brasilia
Bevis, Jimmy L., Hong Kong to Baghdad
Billson, Patricia A., Lima to Bureau of Personnel
Bishop, Dorothy K., San'a to Medical Services
Bishop, Vernon E., San'a to New Delhi
Bizic, Eli William, Bern to Near Eastern and South Asian Affairs, Economic Adviser's Office
Blackburn, Lawrence S., Lagos to Brazzaville
Blane, John P., Nairobi to Foreign Service Institute
Bleha, C. Thomas, Seoul to Bureau of Public Affairs, Office of Plans and Opinion Analysis
Bloch, Felix S., Office of Inspector General to Vienna
Blystone, James J., Buenos Aires to Office of Security, Foreign Operations Division
Bobbin, John, Inter-American Affairs to Caracas
Bocian, Bernadine C., Paris to Montreal
Bodde Jr., William, East Asian and Pacific Affairs to Suva
Bodine, Barbara K., Foreign Service Institute to Tunis
Bogatyr, Peter A., Buenos Aires to Inter-American Affairs
Bond, James Bradford, Junior Officer Corps to Ankara
Borales, Daniel, Moscow to Beijing
Bradshaw, Richard E., European Affairs to Paris
Brant, Ernest B., Lagos to African Affairs
Brod, Vittorio A., European Affairs, Western Europe Office to Rome

Brodfuehrer, William T., Santo Domingo to Panama

Broh-Kahn, Jere, Office of Refugee Programs to Hong Kong

Brooks, Ruth L., Overseas Citizens Services to Manila

Brown, Charles F., Nuevo Laredo to Manila

Brynn, Edward, Mali to West African Affairs

Buffalo Jr., Harvey A., Belgrade to Moscow

Bulmash, Patricia Ann, San Salvador to Beirut

Burgess, Dwight S., Lubumbashi to Geneva

Burgess Jr., Roger E., Leningrad to Copenhagen

Burkhardt, Ruth M., Communications Center to Kuwait

Bustamante, Anna M., Montreal to Antananarivo

Butenis, Patricia A., Junior Officer Corps to Karachi

Byrnes, Jill F., Foreign Service Institute to Belgrade

Campbell, Andrew S., Tunis Foreign Service School to Riyadh

Campbell, James E., African Affairs to Kinshasa

Campbell, Robert C., Tunisia to Baghdad

Campbell, William Noel, Jidda to Hong Kong

Carney, Timothy Michael, Udorn to Bangkok

Carroll, Dennis P., New Delhi to Office of Communications

Cartozian, Dana Thaddeus, Tunis Foreign Service School to Riyadh

Casey Jr., Edward A., Office of Under Secretary for Economic Affairs to Brussels

Casey, Mary Ann, Near Eastern and South Asian Affairs to Tunis Foreign Service School

Casse III, Marshall L., Paris to Economic and Business Affairs, International Finance and Development Office

Castro, Emil, Bogota to Foreign Service Institute

Caswell III, Thomas Hubbar, Puerta Delgada to Lisbon

Cella, Micaela A., Overseas Citizens Services to Georgetown

Ceurvorst, Michael A., American Institute on Taiwan to Hong Kong

Chamberlin, Wendy, Office of Deputy Secretary of State to Kinshasa

Chaplin, Maxwell, Buenos Aires to Foreign Service Institute

Chittick, Thomas L., Dusseldorf to Vienna

Christensen, Richard A., Zagreb to International Organization Affairs, Development and Humanitarian Programs Office

Christopher, James M., Office of Security, Technical Services Division to Panama

Chudzik, Joseph M., Bucharest to Singapore

Cioci, Jan A., European Affairs to Rome

Claymier, Robert W., Office of Communications to Monrovia

Clee Jr., George D., Hamburg to Wellington

Clement, Carl John, Near Eastern and South Asian Affairs to Vienna

Coffey, Steven James, Foreign Service Institute to Moscow

Coffin, Marjorie, Guatemala to San Jose

Coffman, John Dodson, Lima to Bogota

Cohen, Herman J., Dakar to Intelligence and Research

Promotions are in effect

The recent promotions of 503 Foreign Service officers became effective October 6. Their nominations have been listed in a NEWSLETTER supplement. □

CONSULAR AFFAIRS—Participants in the 1980 passport agents seminar, seated, from left: *Georgia A. Rogers*, **Detroit; Assistant Secretary** *Diego C. Asencio; Sylvester A. Jackson*, **Houston;** *Louis N. Deaner*, **Washington. Standing:** *Norbert J. Krieg*, **deputy assistant secretary;** *'Gene Burke*, **Los Angeles;** *Eugene Briggs*, **New Orleans;** *S.M. Jeppson*, **San Francisco;** *Sandra Lizardi*, **San Juan, Puerto Rico;** *Vivian A. Ferrin*, **associate director for passport services;** *Lourdes I. De Pierluisi*, **Commonwealth of Puerto Rico;** *Elmo G. Poole*, **Chicago;** *Robert E. Fritts*, **senior deputy assistant secretary;** *Beatrice Mite*, **Stamford;** *Donald D. Casteel*, **Philadelphia;** *Jamiss E. Sebert*, **Miami;** *E. Leonard Damron*, **Honolulu;** *Edward N. Hart*, **Seattle;** *John J. Flynn*, **Boston;** *Joseph R. Callahan*, **New York.** *(Photo by David Humphrey, Visual Services)* □

Coldren, Lee O., Near Eastern and South Asian Affairs to New Delhi

Cole Jr., Harry E., European Affairs to Madrid

Collinge, John Graham, Karachi to Khartoum

Collins, Peter, Belgium to Athens

Colm, Peter W., Intelligence and Research to Hong Kong

Condayan, John, Moscow to Bangkok

Condon, John P., Suva to Near Eastern and South Asian Affairs

Conn, Stephen L., European Affairs to London

Connell, James K., Ankara to Foreign Service Institute

Conrath, Ernst, Ankara to Special Domestic Assignments Division

Cook, Eiler R., Madrid to European Affairs

Cook, Frances D., African Affairs to Bujumbura

Cook, Paul M., USSR to London

Cooper, Martin W., India to Islamabad

Cooper, Tushinde C., Trinidad and Tobago to Niamey

Cooper, William R., Bangkok to East Asian and Pacific Affairs

Corcoran, Thomas J., Bujumbura to African Affairs

Cotter Jr., William C., Brussels to Communications Center

Coubrough, Betty J., Georgetown to Moscow

Courtney, Robert B., Rabat to Bombay

Covey, James P., Near Eastern and South Asian Affairs to Jerusalem

Crawford, John P., Bureau of Personnel to Buenos Aires

Creagan, James F., Naples to European Affairs

Crees, Henry B., New Delhi to Lagos

Crosby, Oliver S., Conakry to African Affairs

Curry, John H., Managua to San Jose

Cutter, Michael G., Rabat to Colombo

Dale Jr., Charles J., Greece to Office of Communications

Damon, Gerald R., Athens to Office of Communications

Dandridge, James E., Office of Security to Athens

Dangelo, Luciano, London to Rome

Dankert, Roger L., Tokyo to European Affairs

Davidson, Douglas K., Caracas to Mexico

Davila, Michael A., Costa Rica to U.S. Mission to Organization of American States

Dehmlow, Jay L., Foreign Service Institute to Bridgetown

Dehner, Marie, Santo Domingo to Frankfurt

Dempsey, George Timothy, Vienna to Foreign Service Institute

Devers III, Timothy N., Manila to Office of Communications

'Pearson assignment'

The State Department's own "Supercrat," whose doings and itinerary are recorded each month by Chip Beck on the penultimate page of this magazine, is now appearing as a weekly feature in a newspaper across the North American continent. The publication is the Ventura County (Calif.) Star-Free Press. ☐

DeWitt, Lloyd L., Visa Office to Tijuana

Diamond, David H. H., Information Systems Office, User Support Services Staff to London

Dickson, Judith A., Brussels to Kabul

Dillard, Diane, Foreign Service Institute to London

Dillard Jr., Leonard Andrew, Budapest to Jidda

Dillon, Robert S., Ankara to Cairo

Disney, Christopher M. B., San Salvador to Office of Security, Dignitary Protection

Dobbs, Theodore B., Bureau of Personnel to Hong Kong

Dolge, James J., European Affairs to Madrid

Dorough, Felix, Madrid to Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

Dougherty, Michael E., European Affairs to Berlin

Douglass, Michael D., Cairo to London

Dover, Dale W., Tel Aviv to Near Eastern and South Asian Affairs

Downes, Gail L., Pretoria to Office of Communications, Programs and Engineering Division

Downes, Jack C., Pretoria to Office of Communications, Programs and Engineering Division

Dragone, Robert J., Korea to East Asian and Pacific Affairs

Dubose Jr., Robert W., Kingston to Intelligence and Research

Duckett, Chloe Z., Paris to San'a

Dudley, Charles H., Department of Commerce to Economic and Business Affairs, Aviation Programs and Policy Division

Duffy, Patrick J., Luxembourg to Office of Communications

Duffy, William J., Seoul to Accra

Dunn, David B., Kingston to Office of Under Secretary for Security Assistance, Science and Technology

Durkee, Michael L., Bureau of Personnel to Santiago

Dworken Jr., Morton R., Athens to European Affairs

Dyer Jr., William B., Rome to European Affairs

Earl, Ralph F., Foreign Service Institute to Quito

Edwards, Joanne, Hong Kong to Capetown

Ehly, Richard E., Tokyo to Office of Communications

Eisner, Adolph H., Inter-American Affairs to Bogota

Ellis, Clarke N., Zurich to Foreign Service Institute

Ervin, Carolyn H., Department of Commerce to Economic and Business Affairs

Eskin, Otho Evans, Berlin to Management Operations

Etzel, Edward, Bonn to Pretoria

Evans, Darla Jean, African Affairs to Port Louis

Exton Jr., Fred, Puerto Alegre to Bureau of Personnel

Farnham, Dean C., Bonn to Office of Communications

Fedkiw, Carl P., Rangoon to Manila

Feifer, Theodore, Tel Aviv to The Hague

Ferguson, Thomas C., Madrid to Oceans and International Environmental and Scientific Affairs

Figgins Jr., Dan W., Foreign Service Institute to Monterrey

Flack, Ronald D., Department of Commerce to Foreign Service Institute

Fling III, Graham J., Muscat to Monrovia

Forbes, John David, Special Domestic Assignment Division to Kingston

Forgione, Francis A., Vienna to Foreign Service Institute

Freeman Jr., Howard J., Near Eastern and South Asian Affairs to Kabul

Fulgham, Frank M., Foreign Service Institute to Yokohama

Gable, Edward G., Luxembourg to European Affairs

Galanto, Fred J., Dakar to Casablanca

Garrett Jr., Marvin L., Nairobi to Office of Deputy Assistant Secretary for Security

Garrett, Donna H., Nairobi to Foreign Service Institute

Garrison, Jeffrey W., Junior Officer Corps to Rangoon

German, Robert K., Moscow to European Affairs, Office of Soviet Affairs
Giampietro, Carl J., Reykjavik to London
Gibson, Richard M., Foreign Service Institute to Songkhla
Glanville, Ann V., Santo Domingo to Near Eastern and South Asian Affairs
Goelz, Louis P., Seoul to Consular Affairs
Goff, Donald W., Kinshasa to Bonn
Gonzalez, Elva M., Vienna to Barcelona
Goodman, Dennis C., European Affairs to Georgetown
Gorman, James L., Istanbul to Mexico
Grabenstetter, Donald E., Warsaw to Economic and Business Affairs
Graham, Virginia L., Bureau of Personnel to Rabat
Greene, Earle S., Islamabad to London
Gregorio, Gertrude N., Rome to Bureau of Personnel
Gregory, Gerald D., Copenhagen to Office of Communications
Griego, Robert H., Warsaw to European Affairs
Gries, David D., Beijing to East Asian and Pacific Affairs
Griffin, James A., France to Ankara
Griffiths, Barbara J., Foreign Service Institute to Mexico
Grimes, Richard D., Ottawa to Geneva
Gross II, Bernard E., Belize City to Foreign Buildings Office
Gross, Howard R., Caracas to Panama
Gross, Kathy J., Bureau of Personnel to Brussels
Gutensohn, Philip D., Vientiane to Seoul
Hacker, Paul, Sofia to Foreign Service Institute
Hagenah, Todd D., Santiago to Inter-American Affairs
Hall Jr., George K., Lima to Guatemala
Hall, James A., Tokyo to Karachi
Hamilton Jr., Hugh G., Department of Commerce to European Affairs, Soviet Affairs Office
Hanford, Janet J., Moscow to Bureau of Personnel
Hansen, Ruth E., Panama to Economic and Business Affairs
Harlow, William N., Junior Officer Corps to Buenos Aires
Harrington, Richard J., Oporto to International Organization Affairs
Hart, Samuel F., Tel Aviv to Inter-American Affairs
Hearney, Robert P., Quito to Singapore
Heatley, George W., Indonesia to Seoul
Heichler, Lucian, NATO to Ankara
Heileman, Carolee, Paris to International Organization Affairs
Hemenway, Brewster R., Office of Inspector General to Vienna
Hepokoski, Warren, Office of Communications to Geneva
Herpy, David W., Japan to East Asian and Pacific Affairs
Hicks, Irvin, Germany to Lome

ANKARA—Commercial attache *Leo Cecchini*, center, receives plaque from the Turkish Union of Chambers of Commerce. With him are *Mehmet Saglam*, Turkish Union, left, and *Daniel Newberry*, political counselor. Mr. Cecchini has been reassigned as economic counselor in Helsinki.□

Hicks, James F., Guatemala to Caracas
Higgins, Richard J., Istanbul to Office of Deputy Assistant Secretary of State
Higgins, Robert Joseph, London to Department of Commerce
Hilburn Jr., Paul W., Vienna to Lima
Hill, Christopher Robert, Belgrade to Operations Center
Himmelberger, Peter H., Leningrad to Office of Deputy Assistant Secretary for Security
Hoffman, Herbert A., Nairobi to Politico-Military Affairs
Holbrook, Wallace F., Department of Commerce to Special Domestic Assignments Division
Holly, Sean M., Sinai Support Mission to Inter-American Affairs
Holmes, Dewey S., Managua to Luxembourg
Hood, Walter J., Senegal to Jakarta
Hoover, John Martin, Foreign Service Institute to Fukuoka
Houdek, Robert G., African Affairs to Nairobi
Hoyesen, Harald G., Panama to Bangkok
Hubler Jr., John F., Vienna to Bangkok
Hughes, Patricia Dawson, Foreign Service Institute to Prague
Hughes, Ralph C., Amman to Tunis
Hughes, Robert G., Office of Communications to Monrovia
Hume, Cameron R., African Affairs to Tunis
Hurley, Charles P., New Delhi to Panama
Hurley, Paul F., Foreign Service Institute to Santiago
Hutchison, David H., Wellington to Consular Affairs
Huth, Donald E., Foreign Service Institute to Mogadishu
Jackson, Richard Lee, Office of Under Secretary for Political Affairs to U.S. Mission to UN
Jackson, Rudy G., Germany to Rio de Janeiro
Jackson, William H., Rabat to Office of Communications, Programs and Engineering Division
Janowski, Louis F., African Affairs to Nairobi
Jassie, Newton L., Tunis to Medical Services
Jefferson, Thomas K., Lome to Mogadishu
Jelley, Robert E., Department of Commerce to Special Domestic Assignments Division
Jenkins, George C., Bangkok to Foreign Buildings Office
Jenkins, Joann M., Tunis to Bureau of Personnel
Jenkins, Robert M., Tunis to Office of Security
Johnson, Patricia J., Belgium to Mexico
Johnston, Tess, New Delhi to Foreign Service Institute
Jojola, Rudolph R., Tokyo to San Salvador
Jones, Arthur Webb, Santo Domingo to Office of Security
Jones, Louise M., Bureau of Personnel to Rangoon
Jones, William B., Port-au-Prince to

Bureau of Personnel

Kachmar, George A., Department of Commerce to Special Domestic Assignments Division

Kahn, Louis E., Oceans and International Environmental and Scientific Affairs to Istanbul

Kartman, Charles, Yokohama to Sapporo

Keene, Douglas R., Politico-Military Affairs, Office of Security Assistance and Sales to Cairo

Keiswetter, Allen Lee, Foreign Service Institute to Tunis

Keller, Kenneth C., Bogota to Foreign Service Institute

Kelly Jr., William C., Dublin to European Affairs

Kelly, Edmund H., Naha to Politico-Military Affairs, Office of Security Assistance and Sales

Kepler, Jean M., Jidda to Rome

Kepler, Robert W., Jidda to Rome

Kerr, James E., Tel Aviv to Mexico

Kesler, James William, Antwerp to European Affairs

Kimura, June, Argentina to Bangkok

Kincaid, Mary E., Bureau of Personnel to New Delhi

King, John F., Dominican Republic to Buenos Aires

King, Richard F., Guatemala to Montevideo

King, Robert R., London to Moscow

Kingsbury, William F., Madrid to Rotterdam

Kinnell, Roberta L., European Affairs to Nairobi

Kinsolving, Lucien L., Beirut to Near Eastern and South Asian Affairs

Klebenov, Eugene, Oslo to European Affairs

Klingenmaier, Patricia, Poland to European Affairs

Klingenmaier, Richard H., Warsaw to Office of Security, Special Assignments Division

Kloepping, Sharon A., Rangoon to Stockholm

Knickmeyer, Robert H., Caracas to Economic and Business Affairs

Kopf, Terry L., Pouch and Courier Operations Division to Mogadishu

Koplin, Donald L., India to Brazzaville

Kozuch, Frank J., Seoul to Office of Operations, Supply and Transportation Division

Krause, H. Alan, Foreign Service Institute to Moscow

Kryza, E. Gregory, Nouakchott to African Affairs

Kuniholm, Thor H., Casablanca to Near Eastern and South Asian Affairs

Kushlis, William J., Moscow to Foreign Service Institute

La Fleur, Christopher J., Sapporo to Secretariat Staff

La Mazza, John J., Seoul to Madrid

Lahiguera, Charles E., Hong Kong to Udorn

Lambertson, David F., Tokyo to European Affairs

Lane, George H., Lima to Vienna

Larkin, James L., Lahore to Wellington

Lauderdale Jr., Eli N., Foreign Service Institute to Warsaw

Lauderdale, Gail M., Politico-Military Affairs to Warsaw

Lautz, Donald C., Caracas to Madrid

Lavchick, Saundra S., East Asian and Pacific Affairs to Bangkok

Le Melle, Wilbert John, Nairobi to Bureau of Personnel

Leahy, Joseph P., Tel Aviv to Bureau of Personnel

Lee, John W., Bogota to Munitions Control

Lee, Joseph E., San Salvador to Caracas

Lessard, Robert P., Islamabad to Near Eastern and South Asian Affairs

Leu, Michael A., Port Moresby to Economic and Business Affairs, General Commercial Policy Division

Lev, Reuben, Foreign Service Institute to Brussels

Lewis, Antonie, Vienna to Paris

Limbaugh, Larry L., Ghana to Paris

Lincoln Jr., Philip Thomas, Beijing to Economic and Business Affairs, Office of Investment Affairs

Lincoln, Bonnie Mae, Port-o-Spain to Monrovia

Lissfelt, Mark C., Foreign Service Institute to Bonn

Londono, John P., El Salvador to Ankara

Lonnquist, Gary M., Office of Communications to Kabul

Lopez, Alphonse, Helsinki to Abu Dhabi

Lowe, Richard S., London to Warsaw

Lujan, Gladys K., Lagos to Bureau of Public Affairs, Public Programs Office

Lutkoski, Robert Anthony, Izmir to Inter-American Affairs

Madden, James H., Brussels to European Affairs

Maertens, Thomas R., Foreign Service Institute to Bogota

Magee, Charles T., Sofia to Bureau of Personnel

Malloy, Eileen Anne, London to Moscow

Malsz, Robert C., Belgrade to Tokyo

Mann, Steven R., Moscow to Foreign Service Institute

Manuel, John D., Islamabad to Seoul

Marconi, Michael D., Moscow to Nairobi

Mark, Jim D., Office of Chief of Protocol to Nairobi

Martinez, Richard R., International Narcotics Matters to Mexico

Marvin, Gary B., Foreign Service Institute to Kinshasa

Marx, John P., European Affairs to Ottawa

Mason, Betty J., Lima to Montevideo

Mathewson, David P., African Affairs to Mogadishu

Matter, James K., Liberia to African Affairs

Mattocks, Gary B., Lima to Inter-American Affairs

Mattson, James A., Department of Labor to Brussels

McCarthy, Christopher E., Abu Dhabi to Montreal

McCay Jr., Thomas J., Karachi to Manila

McCoy, Charles P., Near Eastern and South Asian Affairs to Beirut

McDonald, Jackson C., Junior Officer Corps to Dacca

McDonald, Joseph R., Foreign Service Institute to Moscow

McDonnell, Mary E., Foreign Service Institute to Brussels

McGonagle, Paul M., Ottawa to Foreign Service Institute

McGrath, Thomas Gerald, Yaounde to Office of Security, Education and Training Division

McGuigan, Kathleen, Office of Communications, Programs and Engineering Division to Manila

McGuire, Kevin J., Dublin to Libreville

McIntyre, Terry V., Australia to Rio de Janeiro

McLerran, Gregory L., Sofia to International Organization Affairs

McMullen, Robert Bruce, Department of Commerce to Economic and Business Affairs

McNamara, Thomas E., Politico-Military Affairs to Kinshasa

McNulty, Joseph A., Chile to Office of Security

Melrose Jr., Joseph H., Damascus to Politico-Military Affairs

Messmore, Kathleen M., South Africa to Near Eastern and South Asian Affairs

Meyer, Herbert J., Manila to Office of Communications

Michalec, Josephine S., Mexico to The Hague

Michel Jr., Theodore J., Bombay to New Delhi

Miller, Barbara R., Tel Aviv to Operations Center

Mills, Robert H., Near Eastern and South Asian Affairs to Jakarta

Millspaugh, Larry G., Sinai Field Mission to International Organization Affairs, Office of International Conferences

Moede, Austin L., Athens to Foreign Service Institute

Moffat, Jay P., Rabat to Foreign Service Institute

Molinar, Elizabeth A., Tel Aviv to Foreign Service Institute

Moller, John D., Japan to Kingston

Monachino, Francis X., Near Eastern and South Asian Affairs to Bangkok

Monks, Robert A., Brussels to Oceans and International Environmental and Scientific Affairs

Montagne, Elizabeth A., Tehran to Frankfurt

Montgomery, Stephen E., Israel to Dacca

Moore, Annette J., Kingston to Foreign Service Institute
Moore, Ralph R., Vienna to Warsaw
Moore, William Howard, Politico-Military Affairs to Lagos
Moriarty, James F., Mbabane to African Affairs
Morris, Ned E., Oslo to Kabul
Morrison, David T., Dar-Es Salaam to Special Domestic Assignments Division
Mosher, Robert Allen, Intelligence and Research to Belfast
Muller, William A., Frankfurt to Intelligence and Research
Munsey, Ernestine C., Abu Dhabi to Moscow
Munson, Jerald H., Bucharest to Office of Communications
Murphy, Patrick C., Frankfurt to Bangkok
Murphy, Paul T., Brussels to Economic and Business Affairs, Tropical Products Division
Murray, Geraldine L., London to Visa Office
Murray, James T., Quito to Office of Communications
Mustard, Ruthe D., Yugoslavia to Copenhagen
Napierkowski, David, Inter-American Affairs to Georgetown
Natoli, Jolene C., Manila to Office of Inspector General
Neal Jr., Alfred H., Foreign Service Institute to International Narcotics Matters
Neves, Antonio L., Rio de Janeiro to Inter-American Affairs
Newton, Robert S., Athens to Office of Communications
Nourse Jr., Ralph G., Frankfurt to Pretoria
Nudell, Mayer, Managua to Inter-American Affairs
O'Brien, John M., Bujumbura to Monrovia
O'Brien, Robert Paul, Manila to Office of Security
O'Donnell, James L., Tel Aviv to Office of Communications
O'Keefe, George E., European Affairs to The Hague
O'Neill, Patrick J., Niamey to Bamako
O'Leary, David E., Oslo to Sydney
O'Malley, Michael P., London to Office of Communications
O'Neill, Joseph P., Lisbon to Bangkok
Oppel, Bernard F., Warsaw to Oceans and International Environmental and Scientific Affairs
Orr, Harry Leon, Jamaica to Monterrey
Osborne, Richard W., Rome to European Affairs
Oley, Elizabeth W., Department of Commerce to New Delhi
Owens, John P., Bureau of Personnel to Hamilton
Pardon, Raymond J., Dakar to African Affairs
Paseman, Floyd L., European Affairs to Athens
Pavitt, James L., East Asian and Pacific Affairs to Kuala Lumpur
Penninger, Philip E., Addis Ababa to Bureau of Personnel
Perry, Robert C., Mexico to Inter-American Affairs
Pettinga, Frank L., Medical Services to Foreign Service Institute
Pettit, Thomas A., International Organization Affairs, Office of International Conferences to Bonn
Pifer, Steven Karl, Warsaw to European Affairs, Soviet Division
Pitcher, William H., Office of Communications to Geneva, U.S. Mission
Plues, Richard E., African Affairs to Abidjan
Plunkert, William G., Bangkok to East Asian and Pacific Affairs
Poe, Mona G., Berlin to Karachi
Polzien, Merilyn, Inter-American Affairs to Bogota
Pometto II, Paul P., Bamako to African Affairs
Pope, William Pinckney, Zagreb to Belgrade
Porter, Bruce F., La Paz to Department of Commerce
Pozorski, David R., Poland to Foreign Service Institute
Presel, Joseph A., Mutual and Balanced Force Reduction Talks, Vienna to International Organization Affairs, Office of UN Political Affairs
Price, Inez B., Bangkok to Office of Executive Director
Price, Norma J., Manila to Asuncion
Putney, Rufus D., Tokyo to Office of Security, Special Assignments Staff
Quigg, Marion R., New Delhi to Nairobi
Radford, Joseph, Vienna to Consular Affairs
Radosh, Katherine M., Foreign Service Institute to Jidda
Rand, S. Richard, Hamilton to Bureau of Personnel
Raspolic, Elizabeth, Addis Ababa to Secretariat Staff
Raymer, Robert Thomas, Auckland to Foreign Service Institute
Rehfuss, David Phillip, Department of Commerce to Seoul
Reid, James J., Paris to Visa Office
Reimuller, David P., Kuala Lumpur to Bonn
Reiser, Richard A., Paris to European Affairs
Reynolds, Lee R., Dakar to African Affairs
Reynolds, Oscar A., Dakar to Foreign Buildings Office
Richardson, Cecil S., Foreign Service Institute to Lima
Richmond Jr., Addison E., Cairo to Foreign Service Institute
Richter, Betty A., Geneva to Bureau of Administration
Riggs, Floyd A., Poznan to Port-o-Spain
Rigsby, Gladys O., Hungary to Libreville
Ringdahl, Phillip H., African Affairs to Accra
Ringer, Melvin E., Rio de Janeiro to Office of Communications
Ritter, Dianna, Panama to African Affairs
Roberts, John E., Near Eastern and South Asian Affairs to Muscat
Robinson, Max Newton, London to Bureau of Personnel
Rogers, Bruce C., Algiers to Amman
Romero, Loretta C., Jamaica to Asian Development Bank
Romine, Woodward, Vienna to European Affairs
Rose Jr., John A., San'a to Office of Communications
Rossi III, Herman J., Pretoria to African Affairs
Roth, Richard Allan, Johannesburg to

PANAMA—Ambassador *Ambler H. Moss Jr.* presents Meritorious Honor Award certificate and medal, to *Catherine Virginia Benson* for her performance in support of the Department security program. ☐

OSLO—Ambassador *Sidney A. Rand*, left, presents awards to, from left: *Carolyn I. Heskin, Roger Olsen, John A. Boyle, Randi Evans, James Dickinson, Jorunn Nesset, Stephanie Clark, Endre Syltevik, Richard C. Barkley.* ☐

Foreign Service Institute

Ruckman, James R., Manila to Office of Communications

Ruser, Claus W., Inter-American Affairs to Buenos Aires

Ryan, Mary A., Bureau of Personnel to Abidjan

Sacchet, Edward Michael, Bureau of Personnel to Marseille

Saloom III, Joseph A., Jidda to Economic and Business Affairs

Samson, David T., Ankara to European Affairs

Sandberg, Dennis A., Nicosia to Operations Center

Sanders, Marguerite O., Korea to Nairobi

Sapp, Kenneth M., Tripoli to Near Eastern and South Asian Affairs

Sasaki, Grace K., Rome to Kuala Lumpur

Savage, Stephen L., Junior Officer Corps to Hamilton

Sayers, Nancy E., Zambia to African Affairs

Schaeffer, John M., Office of Security to Cairo

Scheidt, Edward M., Athens to Office of Communications

Scott Jr., John McD. Medan to East Asian and Pacific Affairs

Segars, Joseph Monroe, Kingston to Foreign Service Institute

Seligmann, Albert L., Tokyo to Inter-Governmental Assignment

Sell, Louis D., Moscow to Politico-Military Affairs

Sellin, Theodore, Goteborg to European Affairs

Shaw, Oliver Charles, Nairobi to Cairo

Sheehan, Geraldine R., Bureau of Personnel to Monrovia

Shepard, William Seth, Athens to Bureau of Personnel

Shields, Peter K., Pretoria to African Affairs

Shirley, Fredrick G., Vienna to Panama

Shirley, Katherine H., Rome to European Affairs

Shoemaker, Mary C., Intelligence and Research to Dacca

Shultz Jr., Harry S., Buenos Aires to Inter-American Affairs

Silins, Inta M., Port-au-Prince to Foreign Service Institute

Silver, Neil Edward, Hong Kong to East Asian and Pacific Affairs

Simmons, Carroll, L., Italy to Kinshasa

Simms, John W., Bogota to Bureau of Personnel

Simon Jr., Hugh V., The Hague to Human Rights and Humanitarian Affairs, Office of Human Rights

Simpson, Daniel H., Lubumbashi to Southern African Affairs

Simpson, Virginia M., Japan to Hermosillo

Sinsabaugh, Ann Marie, United Kingdom to Kigali

Sipprelle, Dudley G., Vienna to Inter-Governmental Assignment

Skellenger, Charles O., Copenhagen to European Affairs

Skinner, Darrell F., Ndjamena to Kigali

Slezak, Lester P., Foreign Service Institute to Tokyo

Smith, Allen D., European Affairs to Madrid

Smith, Greenleaf H., Jidda to Near Eastern and South Asian Affairs

Smith, James Alexander, Nice to Lisbon

Smith, Joan Veronica, Turkey to Santo Domingo

Smith, Melba E., African Affairs to Vienna

Smith, Stephanie A., Lisbon to Puerta Delgada

Snyder Jr., Royce W., East Asian and Pacific Affairs to Chiang Mai

Solomon, Paul, Reykjavik to Ciudad Juarez

Soso, G. Jean, Thailand to Port-au-Prince

Spears, Karen S., Germany to Lome

Spoede II, Stuart Lee, Foreign Service Institute to Moscow

St. Georges, Laurent M., Khartoum to African Affairs

St. John, John J., Bureau of Personnel to Geneva

Stegelmann, Ingrid M., Bogota to Consular Affairs

Stella, Peter, Casablanca to Office of Security

Stephan, Charles E., Jakarta to Office of Security

Stephan, Rebecca J., Jakarta to European Affairs

Stevens, Mark, Pretoria to Casablanca

Stewart, Edwin, Monrovia to Office of Communications

Strickler, Theodore Eugene, Khartoum to Operations Center

Struck, William W., Jakarta to Havana

Sullivan, John J., Department of Commerce to Bureau of Personnel

Sutter, Eleanor B., Intelligence and Research to Kinshasa

Sutton, Thomas David, USSR to London

Svendsen, Eric E., International Organization Affairs, Office of UN Political Affairs to Dakar

Swartz, David H., USSR to Zurich

Sweany, Garett Gordon, Special Domestic Assignments Division to Panama

Swigert, James Webb, Madrid to Inter-American Affairs

Szlosek, Clayton E., Manila to Office of Communications

Tatum, Richard D., Tokyo to Casablanca

Thalacker, Donald D., Tel Aviv to Office of Communications

Thibault Jr., Albert A., Foreign Service Institute to New Delhi

Thomas Jr., Clifford P., Seoul to Frankfurt

Thomas, Marshall S., Hong Kong to East Asian and Pacific Affairs

Thompson, Alan R., Conakry to Berlin

Thompson, Stephen H., La Paz to Economic and Business Affairs

Thompson, Ward C., Helsinki to European Affairs

Thornton, Calvin F., Thailand to Frankfurt

Tilles, Claudia M., Monrovia to Paris

Tindall, Margaret A., Bogota to Tokyo

Tindall, William E., Bogota to Tokyo

Tipton, John B., Special Domestic Assignments Division to Havana

Tompkins, Tain Pendleton, Beirut to Bureau of Personnel

Towell, Timothy L., Havana to Congressional Relations

Trivelli, Paul Arthur, Mexico to Inter-American Affairs

Trum, James G., Santiago to Foreign Buildings Office

Ubrich, Wayne F., Belgium to Leningrad

Vance, William R., Tunisia to Toronto

Vanderrhoer, James P., Bonn to European Affairs

Vavrecka, Patricia A., Geneva to Rome

Vaznaugh, Frederick S., U.S. Mission to Organization of American States to

Montreal
Vernon, Daniel A., Africa to Foreign Service Institute
Vinson, Fredrick J., Islamabad to Bangkok
Vought, John R., Foreign Service Institute to Warsaw
Vrebalovich, Thomas, New Delhi to Cairo
Wagenseil, Steven, Bamako to African Affairs
Walker, David M., Medan to Dar-Es-Salaam
Wallen, Richard H., Rotterdam to Foreign Service Institute
Ward, Catherine E., Jidda to Valletta
Ward, Terry R., Peru to Inter-American Affairs
Warren Jr., Louis B., Department of Commerce to Politico-Military Affairs
Washington, La Rae, Zaire to Medical Services
Waska, Robert E., Lebanon to Office of Inspector General
Weaver, Donn A., Kenya to Ouagadougou
Webb, Robert B., Karachi to Brussels
Weeks, Richard L., Bogota to Comptroller's Office, Budget and Finance Office
Whiting, Albert W., Rome to Bureau of Personnel
Whitridge III, John C., Pouch and Courier Operations to Ottawa
Wiedeman, David M., Lima to Buenos Aires
Wilde, Henry, Yugoslavia to Bangkok
Wildermuth, Ronald A., Germany to Islamabad
Wiley, Eugenia E., Niamey to Khartoum
Williams Jr., A. Joseph, Manila to Kinshasa
Williams, Caroleen L., Tel Aviv to Congressional Relations
Willis, Mark W., Bonn to Foreign Service Institute
Wilson, Ross L., Foreign Service Institute to Moscow
Winder, Joseph A.B., Foreign Service Institute to Jakarta
Windsor, Robert A., Garmisch to Moscow
Winge, Russell M., Mexico to Overseas Citizens Services
Woerz, Bernard J., Afghanistan to Amman
Wohlers, Laurence D., Nouakchott to African Affairs
Wolf, Ira, Foreign Service Institute to Port Moresby
Wolf, John C., Nairobi to Office of Security
Wood, Richard C., Panama to Warsaw
Wood, William Braucher, Foreign Service Institute to San Salvador
Woodall, Jean M., Sri Lanka to Tokyo
Woodring, Patricia A., International Organization Affairs to Brussels
Woods, Michael Joseph, Office of Security to Rome
Woolfley, H.L. Dufour, Northern European Affairs to Naples
Yalowitz, Kenneth, Department of Commerce to International Organization Affairs
Yameogo, Guadalupe T., Bureau of Personnel to Jakarta
Yates, John M., Libreville to Oceans and International Environmental and Scientific Affairs
Yellman, Donald J., Oceans and International Environmental and Scientific Affairs to Saipan
York, George S., New Delhi to Office of Communications
Young Jr., Harry E., Amman to Bureau of Personnel
Young, Rebecca F., Ait to Jidda
Zerolis, John W., Foreign Service Institute to Warsaw
Zimmerman, E. Heinz, Seoul to Athens

RESIGNATIONS

Adams Jr., E. Avery, Bureau of Personnel
Alvarez, Jose Enrique, Office of Legal Adviser
Anschutz, Eric Ewald, Vienna
Arcos, Patricia C., Tegucigalpa
Bailey, Andrew P., Information Systems Office, Systems Design and Programming Division
Barrett, Kenneth R., Bureau of Personnel
Barton, Christopher, Inter-American Affairs
Bernius, Cathy L., Tegucigalpa
Blake, Robert A., Medical Services
Blum, Charles Henry, Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
Bondurant, Gladys M., Panama
Brown, Karen E., Bureau of Personnel
Calloway, Pamela S., Bureau of Personnel
Castro, Raul Hector, Buenos Aires
Chase, Randolph Paul, Inter-American Affairs
Chiancone, Barbara K., Medical Services
Conje, Marilyn, Georgetown
Cooney, Margaret M., African Affairs
Cordova, Loretta M., Bureau of Personnel
Dies III, George Anthony, Department of Commerce
Dilalle, Patricia Ann, Vienna
Dobson, Evelyn C., Information Systems Office, Systems Design and Programming Division
Dunmore, Gregory Charles, Bureau of Personnel
Ganley, Oswald H., Inter-Governmental Assignment
Garibay, Rita A., Mexico
Gavin III, Edmond P., Office of Security,

At Washington's 1980 Diplomatic Tennis Tournament, sponsored by the Foreign Affairs Recreation Association, first-place winners in mixed-doubles category were State entrants *Gerry Hamilton* and *Janet Keifer*, right. Second-place winners: *Frances Ogg*, State, and *Anthony Apostolides*, UN.☐

Rock Creek
Tennis Stadium

Education and Training Division

George, Gwendolyn, Office of Security, Secretary's Detail

Groom, Howard W., International Narcotics Matters

Grover, Janet Hrolyn M., Santiago

Harker, Drew A., Politico-Military Affairs, Office of International Security Operations

Haynes, Herbert C., Medical Services

Heginbotham, Erland H., Department of Commerce

Hodsoll, Francis S.M., Office of the Secretary

Jardim, Frieda Hubert, Rio de Janeiro

Jefferson III, William J., Bureau of Personnel

Jones-Richardson, Vedia, Bureau of Personnel

Jones, Theresa Paulette, Lima

Kenney, Beryl E., Bureau of Personnel

Kirkpatrick, Douglas A., Information Systems Office, Systems Design and Programming Division

Leaken, James Norman, European Affairs

LeClair, Nancy, Lubumbashi

Li, Lehman K., Bureau of Personnel

Lindsey, Patricia J., Bogota

Lynn, Douglas W., Office of Comptroller

Mayberry, Theresa P., Hamburg

Mayo Jr., Johnnie W., Brussels

McManus, Patrick J., Medical Services

Mead, Malcolm Stuyvesant, Office of Legal Adviser

Morris, Scott Richard, Kingston

Morrow, Martha McLogan, Rangoon

Myerson, Jacob M., Paris

Pinn, Rhode Pearl, Inter-American Affairs

Powell, Minnie Mae, Buenos Aires

Rael, Jayleen P., Bureau of Personnel

Rector, Joan Theresa, Bureau of Personnel

Sadur, Inez Sue, Georgetown

Salins, Kenneth S., Information Systems Office, Systems Design and Programming Division

Scerbak, Doris E., Brussels

Skipper III, Charles L., Bureau of Personnel

Smith, Arthur J., Warsaw

Stevenson, John Richard, Rome

Stevenson, Rufus, Visa Office

Swedberg, Dale J., Maseru

Tejada, Audrey Dolar, Bureau of Personnel

Towns, Shearon Rose, Bureau of Personnel

Trillo, Juan, Bureau of Personnel

Valkenburg, Mary Lyn, Inter-American Affairs

Watson, Anthony F., Bureau of Personnel

White, John Patrick, Office of Legal Adviser

Williams, Cynthia A., Office of Chief of Protocol

Wright II, William H., Bureau of Personnel

Yang, Catherine T., Bureau of Personnel

Ziolkowski, John Joseph, Near Eastern and South Asian Affairs, Economic Adviser's Office

RETIREMENTS

Albamonte, Marion D., Bureau of Personnel, Foreign Service Career Development and Assignments Division

Alexander, Marie, Sinai Support Mission

Anderson, Lorraine P., Bureau of Personnel

Barnes, Thomas J., Bureau of Personnel

Bowen Jr., A. Dane, Inter-American Affairs

Buenting, Eloise A., Rome

Button, Jack B., White House

Byron, Byron E., Foreign Affairs Information Management

Carpenter, David J., Office of the Secretary

Condon, John P., East Asian and Pacific Affairs

Cook, Eller R., European Affairs

Corcoran, Thomas J., African Affairs

Crosby, Oliver S., African Affairs

Crowley, Edwin D., European Affairs

Degan Jr., John J., Naples

Dow, Brenda L., Visa Office

Eardley, Dorothy A., Kigali

Ericson Jr., Richard A., Reykjavik

Eye Jr., Ralph F.W., Bureau of Personnel

Farnus, Louise I., Inter-American Affairs

Fiorane, James I., The Hague

Francis, William W., Bureau of Administration, Information Systems Office

Gray, Mary E., Reykjavik

Hage, Louis R., International Organization Affairs, Office of UN Political Affairs

Hall, Leon C., Office of the Comptroller

Hanley, C. Norman, Bonn

Helm, William R., Athens

Holley, Helen R., Brussels

Horacek, Hubert J., Amman

Ingraham, Edward C., Bureau of Personnel

Kent Jr., Robert W., Tijuana

Keys, Jean E., The Hague

Kryza, E. Gregory, African Affairs

Lindahl, Emil G., Ottawa

McClelland, Clyde L., Ottawa

McKenzie, Robert A., Overseas Citizens Services

McKitrick, Dorothy E., African Affairs, Economic Policy Staff

McLean, William H., Bureau of Personnel

Metson Jr., W. Graham, Politico-Military Affairs, Office of Munitions Control

Miklos, Jack C., Department of Defense

Mistach, Edward C., Office of Operations, Supply and Transportation Division

Olson, Richard L., Office of Security, Investigations Division

Prindeville Jr., Charles T., Department of Commerce

Quinn, Harry A., Panama

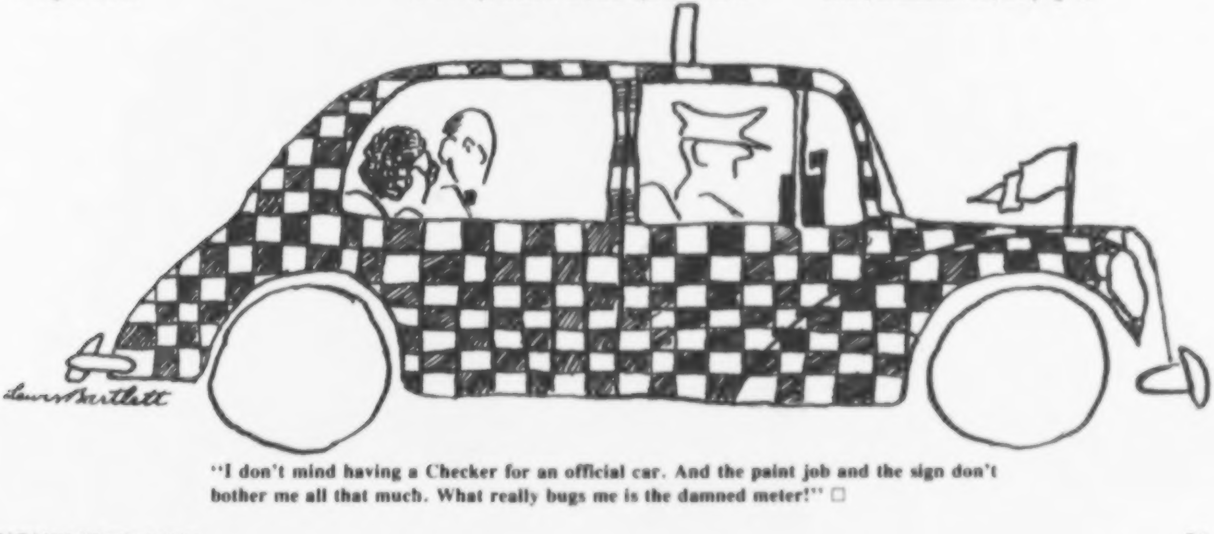
Ralph Jr., James F., Foreign Service Institute

Ryan, William W., Maseru

Sampas, James G., Politico-Military Affairs, Office of Munitions Control

Scerbak, John R., Brussels

Sher, Elizabeth A., Beijing ■



"I don't mind having a Checker for an official car. And the paint job and the sign don't bother me all that much. What really bugs me is the damned meter!" □

SCENES FROM SANTIAGO

Chile's long seacoast, its deserts and mountains, offer a unique setting for a U.S. embassy. This is another in the NEWSLETTER's continuing "post of the month" series. *(Photos by Marilyn Troutman, Brian Hugh, Hernan Morales)* ☐

Backpacking in the Andes are, from left, *Kimberly Dow*, telecommunications officer *Wayne Dow* and Marine security guard *Brian Hugh*. ☐

Ambassador *George Landau*, left, presents awards to, from left, political officer *Betty Woodsend*, secretary *Liz Fleming* and political counselor *Robert Service*. ☐

Political secretary *Mary Troutman*, in the Andean foothills. ☐

***Janet Grover*, wife of deputy chief of mission Charles Grover, at a home for girls sponsored by the American Government Association.** ☐

Spectators at soccer match between the U.S. embassies at Santiago and Buenos Aires, are, from left, *Arturo Macia*, counselor for consular affairs; *Jim McGunnigle*, administrative counselor; Ambassador *George Landau;* then ambassador to Buenos Aires, *Raul Castro; Charles Grover*, deputy chief of mission. ☐

Political officer *Gerry Pascua* and his wife, *Robin*. □

Communicator *Paul Klein* congratulates his table-tennis opponent, from the Chinese embassy. □

General services assistant *Pedro Lehuede*, right, and *Manuel Carrasco*, at an "asado," or cookout, hosted by Chilean employees. □

Pat Baker, *Leonora Channing* and *Pat Telkins* entertain. □

Labor attache *Robert Craven* chats with young Chilean at a local medical center. □

American School students *Lisa Peterson* and *Joe Apodaca* on their lunch break. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-15

John Raymond Arbogast, Office of Legal Adviser, Oceans, Environment and Scientific Affairs; **Joseph G. Banyas**, Office of Comptroller.

GS-14

Robert J. Berger, Office of Communications; **Thomas Arthur Johnson**, Office of Assistant Legal Adviser for UN Affairs; **Cornelia Jane Mossellem**, Bureau of Personnel; **Allen E. Suchinsky**, Politico-Military Affairs.

GS-13

Frederick E. Carpenter, Information Systems Office, Systems Design and Programming Division; **Ruth E. Goldberg**, East Asian and Pacific Affairs.

GS-12

Wayn P. Kalas, **Nancy B. Meyer** and **Alice B. Rudick**, Passport Office, Evaluation and Standards Division; **Helen L. Law**, Overseas Citizens Services; **Richard C. Massey**, Office of Chief of Protocol; **Stephen D. Oliver** and **Dorian F. Pannell**, Information Systems Office, Foreign Affairs Data Processing Center; **Nora C. Sparks**, Office of Operations, Foreign Affairs Information Management Division.

GS-11

Gail Lois Gardner, Bureau of Personnel.

GS-10

Wade H. Berry, Office of Comptroller, Finance Office; **Joan D. Padilla**, Office of Operations, Facilities Management and Administrative Services.

GG-10

Beverly Ann O'Rourke, International Joint Commission.

GS-9

Rosalie M. Dangelo, **Stephanie Ewasko** and **Donna L. Gigliotti**, Bureau of Personnel; **James J. Geiger** and **Janet R. Zipser**, Information Systems Office, Systems Design and Programming Division; **Lisa Lawrence**, Office of Operations, Supply and Transportation Division.

GG-9

Mouaffac Chatti, Foreign Service Institute; **Thomas Robert Viola**, U.S. Mission to UN.

GS-8

Joan C. O'Brien and **Mary Rose Wroblewski**, Economic and Business Affairs; **Brenda A. Shields**, Intelligence and Research.

GS-7

Henrietta C. Austin and **Alexis A. Moore**, Inter-American Affairs; **Betty F. Chambers**, Office of Operations, Foreign Affairs Information Management; **Janis J. Dart**, Consular Affairs;**Maryko S. Deemer** and **Anne Noel Meagher**, Foreign Service Institute; **Deborah A. Hall**, Bureau of Personnel; **Cynthia L. Leonard**, Office of Executive Director; **Lawrence C. Smith**, Information Systems Office, Foreign Affairs Data Processing Center; **Sheila M. Stewart**, Foreign Buildings Office.

GS-6

Brenda A. Corey and **Carol A. Jones**, Office of Comptroller, Finance Office; **James Dixon**, Information Systems Office, Foreign Affairs Data Processing Center; **Elizabeth Koniuszkow** and **Gary J. Washington**, Office of Operations; **Sheila Ann Logan**, Inter-American Affairs; **Geraldine H. Peterson**, Medical Services.

GS-5

Maureen E. Ahern, **Michael H. Lauderdale** and **Leo Pierre Masciana**, Office of Operations, Foreign Affairs Information Management; **Michele J. Bowling**, International Organization Affairs; **Roslyn R. Foster**, Information Systems Office, Foreign Affairs Data Processing Center; **Pamela J. Gray** and **Barbara J. Wigglesworth**, Office of Security; **Alex McLendon Jr.** and **Kenneth Wrenn**, Pouch and Courier Operations Division; **Mary T. Richardson**, Overseas Citizens Services; **Phyllis M. Smith**, Foreign Affairs Document and Reference Center.

GS-4

Barbara D. Brawner and **Maureen E. McCorry**, Passport Office; **Carlton Joe Brown Jr.** and **Sheila L. Lewis**, Office of Comptroller; **Stephen George Kulesza**, Communications Center.

GS-3

Lilliam A. Eigner, **Brandee Kaye Landry** and **Denitra R. Thorne**, Passport Office.

NEW APPOINTMENTS

Abularach, Ligia B., Office of Refugee Programs, Cuban/Haitian Task Force

Ambre, Earl A., Bureau of Personnel, Foreign Service Career Development and Assignments Division

Baum, Barbara M., Oceans and International Environmental and Scientific Affairs

Benefield, Carol J., Office of Chief of Protocol

Bone, Thomas William, Office of Refugee Programs, Cuban/Haitian Task Force

Borrego, Arnold G., Office of Refugee Programs, Cuban/Haitian Task Force

Brancato, Gilda, Office of Legal Adviser, UN Affairs

Brasile, Margaret, Office of Refugee Programs, Cuban/Haitian Task Force

Brill, Arthur P., Office of Refugee Programs, Cuban/Haitian Task Force

Brown, Carolyn S.G., Passport Office, Houston

Carroll Jr., John F., U.S. Mission to UN

Carroll, Camilla, U.S. Mission to UN

Catroppo, Joseph R., Office of Operations, Supply and Transportation Division

Christoff, Jean H., Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation

Clapp, Edwin Jones, Office of Refugee Programs, Cuban/Haitian Task Force

Crowley, Daniel F., Foreign Buildings Office

Doney, Ruane Lizabeth, Office of Refugee Programs, Cuban/Haitian Task Force

Durnell, Mary Ann, Office of Refugee Programs, Cuban/Haitian Task Force

Edgerly, Mary Beth, Office of Executive Director

Finley, Robert Michael, Inter-American Affairs

Fisher, David L., Office of Operations, Supply and Transportation Division

Fleming, Rosemary E., Economic and Business Affairs

Ford, Felicia Ceteste, Passport Office

Fox, Richard G., Medical Services Division

Frazier, Tracy L., Administrative and Clerical Pool

Gibson, Charlene, European Affairs

Gould, Margaret S., Oceans and International Environmental and Scientific Affairs

Guilano, Dorothy Perry, Office of Refugee Programs, Cuban/Haitian Task Force

Guilano, Guiseppe, Office of Refugee Programs, Cuban/Haitian Task Force

Gurney, Yvonne Ann, Foreign Service Institute

Hagerty, Leonard D., Office of Refugee Programs, Cuban/Haitian Task Force

Hirshon, Helen T., Foreign Service Institute

Huss, Mark C., Office of Refugee Programs, Cuban/Haitian Task Force

Jimenez, Dorothy, Office of Refugee Programs, Cuban/Haitian Task Force

Johnson, Robert G., Office of Refugee Programs, Cuban/Haitian Task Force

Jones, Otis L., Administrative and Clerical Pool

Kanipe, Colleen Ann, Office of Refugee Programs, Cuban/Haitian Task Force

Kiuru, Alli M., Inter-American Affairs, Office of Regional Economic Policy

Kubler, Cornelius Charles, Foreign Service Institute

Lawson, Barbara K., Office of Refugee Programs, Cuban/Haitian Task Force

Lentzner, Karen Ryding, Foreign Service Institute

Lew, Ginger, East Asian and Pacific Affairs

Lowenfeld, David H., Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff

Magee, William Francis, Office of Refugee Programs, Cuban/Haitian Task Force

Marin, Eduardo, Office of Refugee Programs, Cuban/Haitian Task Force

McDaniel, John R., Economic and Business Affairs

Morrissey, Margaret C., Management Operations

Murtha, Martha M., Office of Congressional Relations

Neve, Nina Jean, Office of Historian

Page, Barbara J., Office of Refugee Programs, Cuban/Haitian Task Force

Pereira, Aristide Serge, Foreign Service Institute

Pope, Louise C., Office of Refugee Programs, Cuban/Haitian Task Force

Porter, Patricia Ellen C., Office of Refugee Programs, Cuban/Haitian Task Force

Purcell, Susan K., Office of Secretary, Policy Planning Staff

Raleigh, John Patrick, International Organization Affairs

Regalado Jr., Adolfo, Office of Refugee Programs, Cuban/Haitian Task Force

Rolen, Dawn M., Administrative and Clerical Pool

Ronnest, Hanne Laurine, Foreign Service Institute

Samy, Sana, Foreign Service Institute

Sanchez, Ivan, Office of Refugee Programs, Cuban/Haitian Task Force

Sanchez, Lorenzo Obed, Office of Refugee Programs, Cuban/Haitian Task Force

Sandige, Rhonda R., Bureau of Personnel

Schroeder, William Anthony, Office of Refugee Programs, Cuban/Haitian Task Force

Sheldon, Claude Renee, Foreign Service Institute

Sheppard, Margaret Dugan, Near Eastern and South Asian Affairs

Shields, Robert L., Office of Refugee Programs, Cuban/Haitian Task Force

Skaggs, Carol Ann, Office of Operations, Facilities Management and Administrative Services

Slivka, Ladislav Josef, Foreign Service Institute

Small, Robert W., Office of Refugee Programs, Cuban/Haitian Task Force

Smith, Candace Lynn, Office of Refugee Programs, Cuban/Haitian Task Force

Sutton, Barbara E., Office of Refugee Programs, Cuban/Haitian Task Force

Swarm, William Robert, Office of Refugee Programs, Cuban/Haitian Task Force

Taylor, Joyce Lynette, Office of Refugee Programs, Cuban/Haitian Task Force

Thomas, John P., Office of Refugee Programs, Cuban/Haitian Task Force

Vasquez, Albert, Office of Refugee Programs, Cuban/Haitian Task Force

Von Pfeil, Helena P., Office of Operations, Foreign Affairs Information Management Division

Wagner, Gunther O., Office of Refugee Programs, Cuban/Haitian Task Force

Weinstein, Lee Howard, Office of Refugee Programs, Cuban/Haitian Task Force

Wood, Mary R., Office of Security, Washington Field Office

REASSIGNMENTS

Carper, Jennie A., West European Affairs to Politico-Military Affairs, Office of Disarmament and Arms Control

Headspeth, Alvin M., Foreign Affairs Information Management to Bureau of Personnel

Jeter Jr., R. Lee, Bureau of Personnel to Office of Executive Director

Makell, Sheron L., Office of Operations, Supply and Transportation Division to African Affairs

McGraw, William D., Administrative and Clerical Pool to Bureau of Personnel, Office of Position and Pay Management

McIntyre, Cynthia L., Northern European Affairs to Intelligence and Research, Regional Economic Division

Myers, Debra A., Office of Operations, Supply and Transportation Division to Office of Comptroller, Finance Office

Noel, Vonda L., Administrative and Clerical Pool to Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division

Ponting Jr., Harry T., Office of Security, Records Services Division to Central American Affairs

Shippe, Kathryn M., Administrative and Clerical Pool to Foreign Service Institute

Swann, Mary Belle, Public Affairs, Office of Public Communication to Inter-American Affairs

RESIGNATIONS

Adams, Patricia M., Office of Overseas Schools

Anderson, Lynn Y., Near Eastern and South Asian Affairs

Andrews, Philip M., Inter-American Affairs

Ballard, Barbara J., Office of Overseas Schools

Barra, Richard K., Office of Communications, Programs and Engineering Division

Barrack, Debra S., Office of Operations, Supply and Transportation Division

Bernsten, Mary E., Visa Office

Berry, Karyn Loertta, Bureau of Personnel

Bokow, David P., Inter-American Affairs

Brinson, Karen O., Bureau of Personnel

Broyles, Susan M., Near Eastern and South Asian Affairs

Buffum, Carol L., African Affairs

Burkholder, Deidra A., Office of Communications, Programs and Engineering Division

Burns, Susan E., International Organization Affairs

Byron, Leila Mae, Bureau of Personnel

Callahan, Carolyn T., Intelligence and Research

Campbell, Vivian E., Passport Office, Detroit

Carson, Craig R., Bureau of Public Affairs

Cham, Patricia, Passport Office, New York

Childears, Dianne Sue, Office of Operations, General Services Division

Childs Jr., William M., Office of Communications, Programs and Engineering Division

Clark, Shelita A., Office of Comptroller, Finance Office

Coates, Monique Marie, Office of Refugee Programs

Cohen, Leslie, Inter-American Affairs

Crews, Frances W., Passport Office, Records Branch

Crockett, Cynthia Gail, Bureau of Personnel

Darnell, Donna L., Near Eastern and South Asian Affairs

Dickerson, Carman Ann, Office of Comptroller, Finance Office

Domick, Kathryn A., Visa Office

Dunham, Dorothy, Administrative and Clerical Pool

Ellis, Steve Cochran, Office of Operations, Supply and Transportation Division

Ennis, Cynthia B., Medical Services

Etkins, Jeanne-Marie, Oceans and International Environmental and Scientific Affairs

Evers, Stephanie D., Medical Services

Files, Lynda S., Bureau of Personnel

Fisher, Paul W., Economic and Business

Affairs
Fittipaldi, Mark F., Foreign Service Institute
Fuller, Gregory T., Passport Office, Records Branch
Fulper, Karen E., Allowances Staff
Gasperetti, Theresa Carmel, Passport Office, Records Branch
Gibbs, Carlletta M., Passport Office, New York
Glazer, David B., Bureau of Personnel
Gordon, Catherine R., African Affairs
Grady, Susan M., European Affairs
Hart, Tracy L., Bureau of Personnel
Hays Jr., Kenneth S., Office of Chief of Protocol
Hays, Carol Ann, Office of Executive Director
Hebenstreit, Maria Luisa, Office of Operations, Supply and Transportation Division
Heisler, Mary E., Office of Operations, Foreign Affairs Information Management
Hession, Robbin F., Near Eastern and South Asian Affairs
Hill, Yvette R., Bureau of Personnel
Hoeveler, Carole Judith, Foreign Service Institute
Hoffman, Jean A., Office of Deputy Assistant Secretary for Information Systems
Hong, Lauretta S.H., Passport Office, Honolulu
Housley, Gloria Lynn, Foreign Buildings Office
Jacobs, James David, Bureau of Personnel
James, Edith M., Bureau of Public Affairs
Jennings, Ruby L., Office of Operations, Supply and Transportation Division
Johnson, Rosie J., Information Systems Office, User Support Services Staff
Judd, Thomas C., Office of Communications, Programs and Engineering Division
Kaplan, Randye Lynn, Office of Operations, Supply and Transportation Division
Kasajima, Junichi, Foreign Service Institute
Keiler, Jonathan Francis, Bureau of Personnel
Kemp, Sylvia L., Near Eastern and South Asian Affairs
Kratzer, Jean E., Office of Operations, Facilities Management and Administrative Services
Krause, Barbara D., Office of Security, Case Control and Processing Branch
Krause, Cathleen L., Economic and Business Affairs
Kumatoriya, Tetsuo, Foreign Service Institute
Kuniholm, Bruce R., Policy Planning Staff
Lancaster, Mary C., Office of Operations, Foreign Affairs Information Management
Lazarow, Robin Stacey, Office of Comptroller, Finance Office
Leef, Paul M., Bureau of Personnel
Lejnieks, Anita Diana, Bureau of Personnel
Lucy, Patricia M., Medical Services
Maddrey, Lee A., Bureau of Personnel
Mahute, Jolene L., Administrative and Clerical Pool
Marken, Anne-Heather, Intelligence and Research
Marshall, Doris D., Office of Security, Physical Security Branch
Martin, Kathryn A., Oceans and International Environmental and Scientific Affairs
Matthews, Deborah P., Bureau of Personnel
Mattson, Mary April, Office of Executive Director
Maull, Helane E., Inter-American Affairs
McCall, Megan Maria, Foreign Service Institute
McCall, Susan Cameron, Office of Comptroller, Finance Office
McCarthy, Eileen P., Office of Chief of Protocol
McDougal, Valeria Y., Passport Office, Records Branch
Mendelsohn, Nina S., Bureau of Personnel
Merkle, Melanie L., Foreign Service Institute
Mevorah, Joseph, Office of Executive Director
Michael, Shelly Jeanne, Inter-American Affairs
Minneman, Jill B., Inter-American Affairs
Mitchell, Pamela Kaye, Passport Office, Washington
Moose, Manon Paulette, Office of Comptroller, Finance Office
Moran, Robert J., Pouch and Courier Operations Division
Moretti, Rosemary L., Office of Security, Records Branch
Mullin, Catherine Hall, Consular Affairs
Neet, Miriam, Politico-Military Affairs
Neft, Robert A., Office of Operations, Foreign Affairs Information Management
Nicholson, Mariolina, Foreign Service Institute
Noziglia, Jeanette I., European Affairs
O'Neill, Paula A., European Affairs
Papach, Pamela J., European Affairs
Payne, Elspeth B., Economic and Business Affairs
Petty, Michelle W., Foreign Service Institute
Portlock, Daniel B., U.S. Mission to UN
Ray, David William, Foreign Buildings Office
Richey, Susan A., Politico-Military Affairs
Rochlin, Karen E., Bureau of Personnel
Rogers, Aileen Victoria, U.S. Mission to UN
Roldan, Digna M., Passport Office, New York
Roth, Robin, Inter-American Affairs
Rowzee, Jeanne M., Office of Executive Director
Ruffin, Anthony K., International Organization Affairs
Ruffin, Delois L., Office of Operations, Supply and Transportation Division
Salemi, Anthony J., Communications Center
Sarro, Paula M., Office of Operations, Supply and Transportation Division
Schrager-Humer, Sarah, Foreign Service Institute
Schwartzman, Rhonda Beth, Passport Office, Miami
Seaborn, Joyce M., Office of Operations, Foreign Affairs Information Management
Settle, Tyra Lee, Office of Operations, Supply and Transportation Division
Shafer, Valerie J., Intelligence and Research

Answers to quiz

(See Page 42)

1. Hook, line and sinker.
2. Top hat, white tie and tails.
3. Lock, stock and barrel.
4. Lies, damned lies and statistics.
5. Fair, fat and forty.
6. Fight, bleed and die.
7. Blood, sweat and tears. In speeches of May 13, 1940; Oct. 8, 1940; May 7, 1941; Dec. 2, 1941; Jan. 27, 1942; and Nov. 10, 1942, Churchill used the phrase "blood, toil, tears and sweat." But the basic idea goes back as far as John Donne who used the phrase "thy teares, or sweat, or blood" in 1611. In 1919 Lord Alfred Douglas said that poetry was put together link by link, with "sweat, and blood, and tears."
8. Hung, drawn and quartered.
9. Good, bad and indifferent.
10. Bell, book and candle. In the Roman Catholic Church when the solemn sentence of excommunication is pronounced, a bell is rung; the book is closed; and a candle is extinguished—to symbolize spiritual darkness. ☐

Sherman, Rande J., International Organization Affairs
Simmons, Phronie L., Medical Services
Simpson, Teri L., Office of Executive Director
Steininger, Michael Gary, Office of Chief, Personnel Management Division
Stormer, Beverly G., Oceans and International Environmental and Scientific Affairs
Strawter, Rhonda Gail, Office of Executive Director
Suydam, William C., Economic and Business Affairs
Takahashi, Mari, Foreign Service Institute
Terango, Ivana, Oceans and International Environmental and Scientific Affairs
Thomas, Susan Pettit, Foreign Service Institute
Vance, Sharon A., Passport Office, San Francisco
Veney, Cassandra R., Near Eastern and South Asian Affairs
Wacker, Christopher P., U.S. Mission to UN
Walsh, Gertrude C., Bureau of Personnel
Washington, Kirk I., Passport Office, New Orleans
Watt, Carl Edward, Intelligence and Research
White, Deborah A., Office of Executive Director
Wilhelmi, Nancy L., Medical Services
Will, Tari R., European Affairs
Williams, Kimberly B., Passport Office, Seattle
Williams, Marvin Leonard, Visa Office
Winovich, John Edward, Foreign Service Institute
Witherow, Paulette Emilie, Information Systems Office, Systems Design and Programming Division
Yoshihashi, Lori K., Office of Executive Director
Yurukoglu, Fatma Lale, Foreign Service Institute

RETIREMENTS

Burkhardt, Edwin A., Bureau of Personnel
Carroll, Geraldine H., Bureau of Personnel
Frith, James R., Foreign Service Institute
Hall, Louis J., Office of Operations, Facilities Management and Administrative Services
Jones, Austina H., Intelligence and Research
Mitchell, Rudolf, Foreign Buildings Office
Plischke, Margarete E., Foreign Service Institute
Rodier, Ruth, Intelligence and Research
Scott, Alva C., Office of Operations, Foreign Affairs Information Management
Skippon, Miriam E., Office of Inspector General
Smith, Doris E., Office of Operations, Foreign Affairs Information Management
Testa, Julia M., Intelligence and Research
Trevithick, John P., International Organization Affairs, Office of Science and Technology
Williams, Aretha Mae, Office of Operations, Foreign Affairs Information Management
Winder, Walter R., Office of Operations, Foreign Affairs Information Management □

Text is available

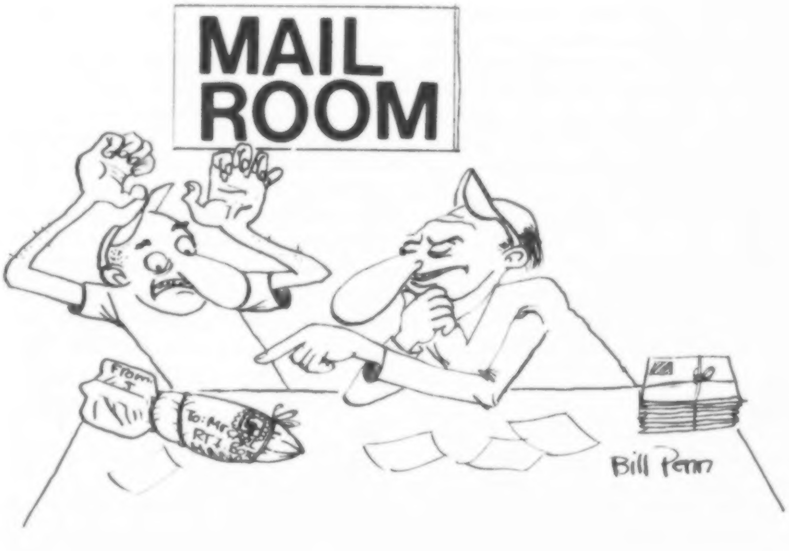
The Office of Personnel Management has issued final regulations on the use of nongovernmental training. The complete text of the regulations is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Historical advisory panel to meet

The Advisory Committee on Historical Diplomatic Documentation will meet on November 13 at 1 p.m. in Room 1105 of the Department. Another meeting will begin there at 8:30 a.m. on November 14. The committee advises the Bureau of Public Affairs, in particular the Office of the Historian, concerning problems connected with preparation of the documentary series entitled "Foreign Relations of the United States," and other responsibilities of that office. Of particular importance are editorial and publishing practices and questions related to declassification of official records as specified in Executive Order 12065 (June 28, 1978).

Certain discussions will involve matters not subject to public disclosure. The meeting will therefore be closed when such discussions take place, at 8:30 a.m. November 14 only. Persons wishing to attend the meeting should come before 1 p.m. on November 13 to the diplomatic entrance of the Department, 22nd and C Streets N.W. They will be escorted to Room 1105 and, at the conclusion of the meeting, back to the diplomatic entrance.

Questions concerning the meeting should be directed to David F. Trask, Executive Secretary, Advisory Committee on Historical Diplomatic Documentation, Office of the Historian, Washington, D.C. 20520; telephone (202) 632-8888. □



"Fred, I think we finally got us one of those letter bombs." □

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. WASHINGTON

Do you have to be "crazy" to see a psychiatrist?

A.

Most definitely not. While psychiatrists of course treat severely disturbed individuals, most patients come to see a psychiatrist because there are certain problems which they can't solve by themselves, and they have either no one to discuss them with or the problems require objectivity and professional insight. Most people who see a psychiatrist do so for problems such as difficulties relating to other people, depression, functioning poorly socially or in their work, or personal dissatisfactions.

Q. CARIBBEAN

What are the differences between first, second and third-degree burns? Which is the most serious?

A.

The severity of a burn depends on how much skin is destroyed—how deep the layers of skin are burned, and the percentage of body area that is burned. A first-degree burn is the least dangerous. The skin is reddened and there may be considerable pain, but this is not life-threatening. A bad sunburn feels miserable, as you probably know, but in this instance, the amount of pain is not an indicator of the severity of the burn. With second-degree burns, the top layers of the skin are damaged and blistering occurs. We differentiate between superficial and deep second-degree burns because deep burns may need skin grafting and can lead to permanent scarring. With third-degree burns, *all* layers of the skin are destroyed. Grafting of new skin is imperative because no skin tissue is left to reproduce itself. Because all layers of skin are destroyed, the burned area becomes immediately vulnerable to infection and shock. Second and third-degree burns involving more than 20% of the body are considered serious; in fact, if burns cover 30% of the body, a patient is considered in critical condition. These figures diminish if a small child or a very old person is burned, for whom a burn of only 15% of the body area can be critical.

Q. ASIA

My mother resides with me at post. She's been a borderline diabetic for many years (one doctor called her type of diabetes "chemical diabetes"), and has done fine just watching her diet religiously. The doctor who's taking care of her at this post says borderline and chemical diabetes don't exist. What's the current medical lingo for this condition? Sure seems borderline to me, since she's been this way for eight years and never had to take insulin or any medicine.

A.

A high-powered international group of super-specialists, so to speak, issued a report recently outlining their new system of classifying the many forms of diabetes mellitus, or "sugar diabetes." The new nomenclature o terminology relates to whether or no a patient needs insulin, whether the disease flares up with certain drugs o chemicals or conditions, whether it' related to genetic or family tendencies, and whether the patient i overweight. It's all rather complex so I won't bore you with the details In essence, however, your mom' present physician is probably callin her condition "impaired glucose tolerance" rather than latent diabetes No matter. Just tell her to keep o doing what she's been doing!

Q. MIDDLE EAS

I had hepatitis last year and, although it was a mild case, I had t stay home from work for five weeks I took sick leave. Recently, I met fellow from another agency here a post who said that, when he cam down with hepatitis overseas, it wa considered "line-of-duty," so h took administrative leave instead o sick leave. My personnel officer an the embassy nurse both said sic leave was proper, and that they'v never heard of administrative leav for hepatitis contracted overseas. Ar they right? The fellow I talked to wa with one of the law enforcemen agencies. Maybe their policies diffe from ours.

A.

Sick leave is correct. While ther probably is a higher risk of contrac ing hepatitis at many overseas post and while you might stretch this an say the disease was contracted because of your exposure overseas when you're not working because an illness, sick leave is appropriat There are administrative procedure for restoration of sick leave used because of work-related illness or injury. They involve filing a claim wi the Office of Workers' Compensatio Programs of the Department of Labo

Your personnel officer can give you more information about this.

Q.

Caribbean

I was evacuated to Miami last spring, and had a breast removed because of cancer. They caught it early and, since all of the other tests were negative, I didn't have to get X-ray treatments or go on chemotherapy. Believe me, I'm very grateful! I do have to see the doctor every so often for check-ups, and she says I'm doing beautifully! My question is this: Since the Department paid for the surgery, will they pay for the special bras and prosthetic devices I need to wear?

A.

It is splendid to know that you're doing so well and have such a positive attitude. I've checked with our administrative people regarding your question about payment of prosthetic inserts, and they tell me "yes" but with a qualification. There is a quirk in the regulations which states that payment may be made for one prosthesis related to a surgery, and that payment should be requested within a year of the date of surgery. So it seems that, because of your mastectomy, the cost of one prosthesis would be covered. The regulation originally related to prosthetic extremities needed after amputations, and has been interpreted to cover other prosthetic devices such as needed by post-mastectomy patients such as yourself.

Q.

Washington

Is it true there's a breakthrough on the horizon with a new cancer vaccine?

A.

I trust you're alluding to frequent press reports about research into development of cancer vaccines related to viruses. Unfortunately, a vaccination against cancer is a long way off. First of all, press reports occasionally describe the *possibility* of identifying viruses as causes of some specific cancers. If this is proven to be valid, one could speculate that vaccines could be developed that would be specifically useful for certain kinds of cancers. The real crux here is that a human cancer virus has yet to be isolated. If one is isolated, it's a long process to a vaccine. To my knowledge, there is no vaccine on the horizon, although each year we do see significant advances in the identification and treatment of a variety of cancers.

Q.

Mediterranean

I've heard that when you enter psychiatric treatment it lasts for years and costs a great deal of money. Is this true?

A.

Most often, this is not true. The current trend in psychiatry is towards brief psychotherapy, by which is meant psychiatric treatment aimed at a specific problem. When this is the goal, therapy generally lasts 10 to 12 sessions. Of course, not all problems are amenable to this treatment. Some individuals can benefit from medications and some require more extensive treatment. Obviously, lengthier treatment increases the cost.

Q.

Washington

I'm concerned about my doctor here in northern Virginia. The last two times I went to see him, he didn't spend more than three or four minutes with me each time. That rounds out to about $10 a minute. Isn't that a bit much?

A.

Without going into the aspect of fees, I noted in a recently-released survey that almost 50% of the nation's doctors spend just 6 to 10 minutes with each patient during the average office visit. This figure does *not* include time patients spend waiting in the reception room, with the doctors' staffs, or reviewing records or X-rays with the doctors themselves. A typical visit, according to this source, averaged 13 minutes with family practitioners or pediatricians, 19 with internists, 15 with obstetrician-gynecologists, and 13 with general surgeons. So it does seem clear that the actual direct contact time between physician and patient is usually less than 15 minutes, although waiting time, completing insurance papers, taking tests, etc., can take up considerably more time during the course of a physician's appointment. ☐

DR. KORCAK'S HEALTH HINTS

Toxic shock syndrome

The Food and Drug Administration has warned women to stop using their existing supplies of Reply tampons because of evidence that their use may increase the risk of toxic shock syndrome, a recently recognized disease caused by a bug called Staph. aureas.

While Reply has been found to increase the risk of the disease, more than other tampons, it is not the only brand used by women who have had the disease. Toxic shock syndrome has occurred in males and in nonmenstruating women, but 95% of the case reports have occurred in women using tampons during their menstrual periods. While the recent study results clearly indicate that women should stop using Rely tampons, women who wish to further decrease the risk of toxic shock syndrome should *not* use tampons.

The disease, toxic shock syndrome, is characterized by a sudden onset of high fever (higher than 102°F. and usually higher than 104°F.), vomiting, diarrhea (symptoms not infrequently noted by Foreign Service physicians and nurses abroad), a rapid drop in blood pressure often resulting in shock, and a sunburn-like rash and later peeling of the skin, particularly on the fingers and toes. It has occurred mainly in women under 30 years of age. Women using tampons who develop a high fever and vomiting or diarrhea during their menstrual periods, should remove the tampon and contact their physician immediately!

In the United States, approximately 70% of the 50 million women in the menstruating age group use tampons. The risk of toxic shock syndrome appears to be low, affecting about 3-15 out of 100,000 women of menstruating age per year. Since January of this year, 408 cases of toxic shock syndrome have been reported to the Center for Disease Control in Atlanta; 394 of these cases were those of women. Forty deaths have been attributed to toxic shock syndrome, all of them among women using tampons. Although the reported cases have occurred since 1975, it appears that the incidence of the disease is increasing.

Physicians are currently being advised to treat patients as they would those suffering from other forms of shock, including replacement of body fluids. The particular strain of staph. aureus causing toxic shock syndrome is resistant to penicillin. Antibiotics which are effective in killing Staph. aureas do not appear to be effective in treating active cases of toxic shock syndrome but may decrease the rate of recurrence. Because the disease recurs in about 30% of the cases, women who have had toxic shock syndrome should not use tampons.

In recent days, the American College of Obstetricians and Gynecologists also advised specific measures to avoid toxic shock syndrome. They advise women to stop using superabsorbent brands of tampons, to alternate regular tampons with sanitary napkins or minipads during a given menstrual cycle and, if tampons are used, to change them at least every six hours in order to reduce the risk of potential infection.

Because of the link between toxic shock syndrome and tampon use in general, the Food and Drug Administration began a campaign to inform women about this disease. The FDA will work closely with the Center for Disease Control in its investigations into toxic shock syndrome.

For the present, Rely tampons should not be used, and women should be alert to the potential hazards of tampon use and the development of toxic shock syndrome. ■

BEIRUT—Dr. *Nabil T. Nassar*, post medical adviser, left, receives certificate of appreciation from Ambassador *John Gunther Dean*. With them is embassy nurse *Munira Jabbour*.☐

Blachly's November quiz: Phrases

BY FRED BLACHLY

(Answers on Page 38)

Good communication is more than the accurate use of simple words; it is magical use of language. Three is considered a magic number—in literature, as in other fields. One could say "all day long" or "24 hours," but "morning, noon and night" is more vivid. "Hooray for the flag!" is not as exciting nor as euphonious as "Hooray for the Red, White and Blue!" The phrase "without charge" is limp compared with the wallop of "free, gratis and for nothing."

Listed below are some hints leading to 10 such triple combinations. Can you supply the magic words?

1. The poor fish took it all: ___, ___ and ___.
2. Ready for a night on the town, all dressed up in ___ ___, ___ ___ and ___.
3. A complete gun: ___, ___ and ___.
4. Mark Twain's definition of prevarications, and worse: ___, ___ ___ and ___.
5. The person described was light of hair and skin, overweight, and middle aged: ___, ___ and ___.
6. Give it everything you've got: ___, ___ and ___.
7. Winston Churchill used a similar four-word phrase in many speeches, but for the title of his second volume of the history of World War II he cut the phrase to three words: ___, ___ and ___.
8. Executed, and then some: ___, ___ and ___.
9. Description of an average group of applicants for an average job: ___, ___ and ___.
10. Used in rite of excommunication: ___, ___ and ___. ☐

FOREIGN SERVICE FAMILIES

Public meeting slated at State Department on overseas schools

The Overseas Schools Advisory Council, Department of State, will hold its annual meeting on December 17, 9:30 a.m., in Conference Room 1406 of the Department. Items scheduled for discussion include:

A status report on the 1979–80 program; review of recommendations of the executive committee meeting of June 17; summary of council activities; participation of U.S. corporations' and foundations' overseas representatives on school boards; results of surveys and local fundraising activities organized by overseas schools and regional school associations; council communications with U.S. corporations and foundations relating to schools' needs.

Members of the public desiring to attend the meeting should call Judy Knott, Office of Overseas Schools, Department of State, (703) 235-9600, prior to December 17. The public may participate in discussions at the chairman's instructions. ☐

Neighborliness in Oslo, Stockholm

Families of employees in Stockholm and Oslo have been exchanging news on family concerns through visits coordinated by the family liaison offices at both embassies. Five women from Stockholm first visited Oslo, as guests of the American Women's Club and the Oslo Family Liaison Office. Then six women from Oslo were guests at Embassy Stockholm for five days. Family coordinators at both posts said they expect the visits to continue. They are exchanging newsletters and other information. ☐

For Foreign Service retirees in Florida

An experimental program is being planned in Florida to make use of the talents of persons retired from the Foreign Service. Initiated by a retired ambassador and former UN assistant secretary general, Robert J. Ryan, the proposal has captured the interest of officials of the Florida state government.

Florida's international links are growing, and the state's leaders say they recognize the importance of advice from individuals who have spent a lifetime in international affairs. A small group has been meeting with Lt. Gov. Wayne Mixson and representatives of cabinet departments to discuss how this talent can best be located and utilized.

Members of the working group are Mr. Ryan and retired Ambassadors Charles Adair and Clarence Boonstra, and Margaret R.T. Morgan, former chief of the Division of Public Liaison in the Department of State and wife of retired Ambassador George A. Morgan.

Any Florida retiree interested in being considered for this program may send his or her curriculum vitae and other information, including areas of special interest and languages, to Robert J. Ryan, 1575 Ocean Shore Blvd. #901, Ormond Beach, Fla. 32074. ■

Our Very Own Chronicle

Fifteen years ago, in November, the NEWSLETTER reported that:

Richard M. Moose, assistant director of the Secretariat Staff, became State's representative in the Congressional Fellows Program . . . . . President Johnson appointed career officers Philip H. Trezise as envoy to the Organization for Economic Cooperation and Development and Marshall P. Jones as ambassador to Malawi . . . . . John H. Stutesman Jr., in charge of executive studies at the Foreign Service Institute, was elected board chairman of the American Foreign Service Association . . . . . the Department attained 103% of its quota for the Combined Federal Campaign. ☐

During the visit to Embassy Stockholm, Oslo people meet with Ambassador *Rodney Kennedy-Minot*. From left: *Lonny Miller*, *Arlene Reed*, *Marlene Pleiman*, *Elizabeth Hayes* (partly hidden), *Keiko Farrar*, *Virginia Panaccione*, and Stockholm's *Maggy Morse*. ☐

NEW DIRECTIVES

Organization and functions

The title of the Office of People's Republic of China and Mongolian Affairs (EA/PRCM) was changed to Office of Chinese Affairs (EA/C), effective June 23, 1980. TL: ORG-125)

Changes were made in the supervisory responsibilities of the two deputy assistant secretaries for personnel, as approved by the director general of the Foreign Service and director of personnel, effective July 28, 1980. (FAMC No. 29)

The transfer of the Office of Press Relations (PA/PRESS) and the Office of Spokesman of the Department from the Bureau of Public Affairs (PA) to the Office of the Secretary became effective July 1, 1980. The symbol of the Office of Press Relations is changed to S/PRESS. (FAMC No. 33)

Effective July 7, 1980, the former position of special assistant for scientific attache support (OES/SAS) is abolished, and its functions are transferred to a newly-established Office of Science and Technology Support (OES/STS). (TL: ORG-126)

The functional statement to reflect the current responsibilities of the counselor of the Department has been issued. (TL: ORG-127)

General

An alphabetical listing of Department of State forms was published as an appendix to Section 080, Forms Management. It includes the present source for obtaining each form, or the area of responsibility for each form. The listing is current through June 30, 1980. (TL:GEN-198)

Personnel

When family visitation travel is to the United States, in exceptional circumstances involving unusual personal hardship, an individual may be authorized two visitation trips and a rest and recuperation trip, if eligible, when approved by headquarters at Washington, D.C. When family visitation travel is to dependents located abroad, in exceptional circumstances involving unusual personal hardship, an individual may be authorized two family visitation trips, if eligible. (Uniform State/AID/USICA Regulations) (TL: PER-502)

The performance evaluation plan for the Senior Executive Service (SES) of the Department was put into effect, and instructions for preparing the SES performance appraisal report (PAR) were distributed. (FAMC No. 31 and 31-1)

The validity of FAMC No. 795, "Alternative Work Schedules Experimental Program: Introductory Information and Possible Variations," dated August 6, 1979, has been extended to August 5, 1981. (FAMC No. 30)

Instructions for preparing the Senior Executive Service (SES) performance appraisal report (PAR) (DS-1811), omitted from FAMC No. 31, dated July 31, 1980, were distributed. (FAMC No. 31-1)

Agreement on the precepts for the 1980-81 Junior Officer Selection Board was reached with the American Foreign Service Association on May 10, 1979, approved by the under secretary for management on June 21, 1979, and approved for reissuance on September 5, 1980. (FAMC No. 35)

The validity of FAMC No. 808, "Grade and Pay Retention Benefits," dated September 21, 1979, has been extended to September 20, 1981. (FAMC No. 37)

(1) The elimination of the citizenship intent policy regarding alien spouses of Foreign Service employees of the Department, approved by the then deputy under secretary for management on June 13, 1977, and concurred in by AID and ICA, has been codified through deletion of text. (Section 629.1-1a). (2) The policy of transferring an employee married to an alien to the United States as quickly as feasible, to provide the spouse an opportunity to acquire citizenship, has been deleted. (It has not been the policy for several years to transfer such an employee solely because of marriage to an alien, unless the employee requests that it be done, and only then if other matters relative to the general assignment process are in balance.) (Section 629.1-1b.) (Uniform State/AID/USICA Regulations) (TL:PER-506)

Financial management

The Internal Revenue Service issued revised regulations which extend the life of a levy against earnings until the levy is released by that agency. (Uniform State/AID/USICA Regulations) (TL:FIN-255)

Communications and records

A 5 FAM checklist current through TL: CR-107, dated January 10, 1980, was issued. (TL: CR-111)

The table of contents has been revised. (TL:CR-109)

General services

These posts are added to the list of posts from which employees may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense: Dar es Salaam, Dijibouti, Islamabad, Karachi, Lahore, Libreville, Mogadishu, Peshawar. (Uniform State/AID/USICA Travel Regulations) (TL: GS-268)

Short-term leases are to be for a definite period of time under 10 years. (Uniform State/AID/USICA Regulations) (TL: GS-269)

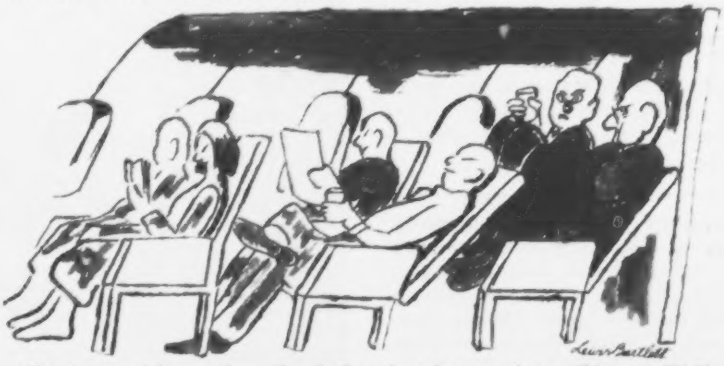
The policy and guidelines to be followed by all bureaus and offices, in determining and controlling the appropriate use of consultant services obtained from individuals and organizations in the Department, have been established. (FAMC No. 34)

General services handbook

A current checklist has been issued to reflect the directives published through TL:GS:H-94, dated February 24, 1980. (TL: GS:H-95)

Overseas citizens services

7 FAM Chapter 400, Arrest of United States Citizens Abroad, provides instructions regarding the services and functions required of consular offices on behalf of Americans arrested abroad. Recent airgrams and telegrams pertaining to these tasks are incorporated in the text. The chapter takes up prompt and accurate notification of next-of-kin and reporting to the Department, consular access to arrestees and prisoners, need for a regularly-scheduled visitation program, financial/medical/dietary assistance to incarcerated Americans, attendance at trials, and services for released and escaped prisoners. Human rights emphasis is included in sections on consular conventions, particularly the Vienna Convention, consular access to arrested and imprisoned Americans reporting conditions of detention and prisoner abuse, and the case worker concept. (TL:OCS-3)■



"Don't you wish sometimes they had an American carrier on this route?" □

BUREAU NOTES

Secretary Muskie, **at a reception in the Department for black American leaders, with** *Maynard Jackson*, **mayor of Atlanta, center, and** *Cleveland Denard*, **Atlanta University.** *(Photo by Robert E. Kaiser, Visual Services)* ☐

Secretary's Office

SECRETARY MUSKIE traveled to Pittsburgh, September 18, to address the World Affairs Council. Accompanying him were LESLIE FINN, special assistant to the Secretary, and JOHN TRATTNER, Department spokesman. The Secretary visited New York, September 22–October 2, to participate in the UN General Assembly, and to hold bilateral discussions with foreign leaders there. MRS. MUSKIE accompanied him, along with DAVID NEWSOM, under secretary for political affairs; ROZANNE RIDGEWAY, counselor of the Department; MATTHEW NIMETZ, under secretary for coordinating security assistance; PETER TARNOFF, executive secretary of the Department; and various other top-ranking officials of the Department, members of their staffs and members of the Executive Secretariat. On October 6, the Secretary traveled to Minneapolis to address the biennial convention of the American Lutheran Church. He also traveled to Memphis later that day to attend a reception sponsored by the Economic Club. Accompanying him were MARY V. KENNEDY, special assistant to the Secretary; and ERVIN DUGGAN, member, Policy Planning Staff.

Secretary Muskie is featured in a recently-produced Foreign Service officer affirmative-action recruitment tape, which has been distributed to radio and television broadcast stations across the nation.

From September 8–12, Ambassador ANTHONY QUAINTON attended a conference sponsored jointly by the Departments of State and Energy and the RAND Corp., in Santa Monica, Calif. He spoke on "Terrorism and Low-Level Conflict: An Overview." On September 25, he addressed the 26th annual seminar of the American Society for Industrial Security, in Miami, on "Terrorism and Low-Level Conflict: A Challenge for the 1980s." The following day he addressed the International Trade Mart in New Orleans. On October 4, he addressed the Association of Former Intelligence Officers, in Tyson's Corner, Va. RICHARD J. HIGGINS, formerly with the American embassy, Turkey, has joined the staff of the Office for Combatting Terrorism, replacing LAMBERT HEYNIGER.

The acting coordinator for liaison with state and local governments, DAVID SHINN, represented the Department at Boston's Great Cities of the World Conference, and discussed establishment of a Pearson position with the Greater Boston Legal Services organization, September 24–25. MICHAEL J. MERCURIO, formerly assigned to Embassy Stockholm, temporarily joined the Office for Liaison with State and Local Governments, September 2. ☐

COORDINATOR FOR MEXICAN AFFAIRS

Ambassador-at-large ROBERT KRUEGER, on September 9, addressed the Houston Automobile Dealers Association. His topic was U.S.-Mexican relations. On September 10 and 11, he served as cochairman of the U.S. delegation to the Cancun, Mexico, meeting of the trade working group of the U.S.-Mexico Consultative Mechanism. On September 15, he addressed the El Paso Chamber of Commerce. He accompanied the Secretary to a meeting with the Mexican foreign secretary at the UN in New York, September 22. On September 24, he addressed the Washington, D.C., Rotary Club. He spoke to the Dallas Consortium on October 3. EVERETT E. BRIGGS, deputy coordinator and country director, on September 17–19, traveled to El Paso for consultations with the International Boundary and Water Commission. He also visited the consulate general at Juarez and the Drug Enforcement Administration's El Paso intelligence center. On September 22, he accompanied the Secretary and Mr. Krueger and Assistant Secretary WILLIAM BOWDLER to the meeting at the U.N. From September 26 to October 3, he was in Mexico City for consultations with the embassy staff, and meetings with the Mexican Foreign Secretariat. On October 10–12, he attended a conference on U.S.-Mexican relations organized by the Institute of World Affairs, University of Wisconsin-Milwaukee. ROBERT PASTORINO, deputy country director, attended the trade working group meeting in Cancun, September 10–11. He traveled to Mexico City and Hermosillo, September 12–15, for consultations. On September 16, he spoke to the Albuquerque Chamber of Commerce. Special assistant DONALD LYMAN traveled to La Jolla, Calif., September 24–25, for meetings with the U.S. tuna industry.

PAUL STORING has replaced T. R. MARTIN, who was to retire October 16 as the International Boundary and Water Commission representative in the Department. GORDON DUGAN has replaced Mr. Storing as political officer. □

Office of U.S. Refugee Coordinator

Ambassador-at-large **VICTOR H. PALMIERI** and Ambassador **FRANK LOY**, assistant secretary for refugee programs, presented FSO **JAMES G. SEYSTER** a combined meritorious honor and cash award for his performance as the executive officer of the Kampuchean Working Group of the Operations Center.

Mr. Palmieri led the U.S. delegation to the session of the executive committee of the UN High Commissioner for Refugees, in Geneva, October 6–14. He was accompanied by **BEVERLY ZWEIBEN** of the coordinator's office, **RICHARD SMYSER** and **RONALD DAVIDSON** of the Bureau of Refugee Programs, and **LAWRENCE ARTHUR** of the Bureau of Human Rights and Humanitarian Affairs. Assistant Coordinator **CAROL HECKLINGER** headed the U.S. delegation to a workshop, on the resettlement of Indochinese refugees, sponsored by the High Commissioner for Refugees, in Geneva, September 29–October 3. The delegation included representatives of the Department of Health and Human Services, the voluntary agencies involved in refugee resettlement, the Indochinese Refugee Action Center and the Center for Applied Linguistics. Also attending from the State Department were **LIONEL ROSENBLATT**, from Embassy Bangkok; **JOSEPH COLEMAN** and **MARGARET CARPENTER**, from the coordinator's office; and **KENNETH QUINN**, currently working in the office of the governor of Iowa, on a Pearson fellowship. As part of annual consultations with the Congress on refugee policies for the new fiscal year, Mr. Palmieri testified, with other administration witnesses, before the Senate Judiciary Committee, September 19, and the House Judiciary Committee, September 17 and 24. □

Administration

Executive Office

MIKE NEWELL, who has been active on the Office of Management and Budget's travel management improvement task force, has been assigned as chief of the Administrative Services Division. The former chief, MARVIN GATES, left the Department to join a real estate firm in Arizona. New personnel include **LYNWOOD DENT JR.**, from Frankfurt, management analysis officer, and **BETTY RICHTER**, Foreign Service secretary, from Geneva. **GEORGE JENKINS**, who has returned from an assignment in Bangkok, is director of the newly-established Special Programs and Liaison-Staff. The purpose of the staff is to coordinate upgrading the protection of lives, national security information and property at overseas posts. □

TRANSPORTATION DIVISION —*Edward M. Cummins*, left, chairman, National Defense Transportation Association, presents its Distinguished Service Award to *Christopher G. Mayers*, the State Department's traffic manager. □

Office of Communications

ROBERT C. RIBERA, chief of foreign operations, visited Guatemala and Panama to brief communications personnel on programs and projects and to discuss communications matters with post personnel. **WILLIAM E. BISCHOFF**, regional communications programs officer for the inter-American area, visited nine posts in the Caribbean, for routine inspection of communications units. **LUTHER T. TAYLOR**, operations officer, was on detail with the Foreign Service inspection team traveling in the Far East. Mr. Taylor was performing inspections of communications facilities in Australia, New Zealand, Papua New Guinea and Fiji.

New employees who completed the basic communications operations course are **CHARLES REYNOLDS** (Tel Aviv), **MARK TRAXLER** (Muscat), **DAVID JONES** (Doha), **JOSEPH ALVEY** (Vienna), **CARL TUCKER** (Antananarivo), **JOHN DURHAM** and **DONALD SNEAD** (NATO, Brussels), **MURRELL McCUMBER** (Paris), **KIROL BARBOUR** (Freetown), **STANLEY GWIZDAK** (Baghdad), **RICHARD CHIARELLA** (Lisbon), and **MICHAEL RINKER** (Damascus). Field communications personnel visiting in Washington on consultation were **PHILIP WOLD** (Jerusalem), **YVONNE WHITE** (Casablanca), **WILBERT ROEBUCK** (Santo Domingo), **EINAR JARVINEN** (Madras), **JEAN HALL** (New Delhi), **WILLIAM HEADRICK** (Bonn), **GEORGE ESCOBEDO** (Istanbul), **BRADFORD HAM** (Rome), **FERNAND PAULIN** (Havana), and **RUDOLPH GARCIA** (Nouakchott). Recent arrivals in the Office of Communications are **WILLIAM C. COTTER** from, NATO, Brussels; **RICHARD W. CRAM**, from Athens; **ROBERT A. ROULEOU**, from Bonn; **GERTRUDE CHISHOLM**, from NATO, Brussels; and **ROBERT S. HOYE**, from E-Systems, Greenville, Tex. □

Office of Security

STEVE COX, special assistant to the deputy assistant secretary for security, accompanied **THOMAS M. TRACY**, assistant secretary for administration, to New York, for an orientation briefing on the operation of the New York Field Office, October 14. Mr. Tracy met with **OLAF SALINE**, special agent-in-charge, and the special agents assigned to the field office. **EV KELLY**, Foreign Operations Division/East Asia, traveled to the People's Republic of China on temporary duty, as part of a team sent to assist the post with planning and development of the Beijing embassy compound. **JIM BLYSTONE**, Foreign Operations Division/Inter-American Affairs, was on temporary duty in Havana, for familiarization with conditions at post and to perform regional security officer duties.

In an effort to provide better response capability to posts in the Near East area, the regional security supervisor's office in Karachi was relocated to Casablanca, and an additional regional office was established in New Delhi, during September. **RONALD KELLY** is in charge of the Casablanca regional office, and EUGENE BISHOP heads the New Delhi regional office. During October, the Engineering Services Center, Hong Kong, was relocated to Manila. PETE DORFELD is the officer-in-charge.

PETE ROCHE, Chief, Education and Training Staff, attended the 26th annual seminar and exhibits of the American Society for Industrial Security, at Miami, September 22–26. Mr. Roche accepted, on behalf of the State Department, an award which the Department won for its filmstrip on public access controls. DENNIS PLUCHINSKY and ANDY CORSUN, Threat Analysis Group, briefed participants in the Foreign Service Institute European area studies group concerning terrorism in western Europe, August 19. Mr. Pluchinsky spoke at the John F. Kennedy Institute, Ft. Bragg, N.C., on worldwide terrorism, September 3. BETH RENWICK, Threat Analysis Group, gave presentations entitled "Function and Duties of the Threat Analysis Group" and "Regional Overview of Terrorism," to the U.S. Army Intelligence Support Command, at Arlington Hall, and to the National Photo Interpretation Center, Washington. IRV BRIDGEWATER, Education and Training Staff, made a presentation to the Defense Intelligence School, entitled "Security Program at a Diplomatic Mission." LOUIS MIZELL, Threat Analysis Group, spoke on the subjects of Islamic guerrillas in America and anti-American activities of Iranian residents, at the Department of Energy's conference on terrorism. LAWRENCE DANIELE, BRENDA EVENSKI and CATHERINE McKOY, Document and Information Systems, attended the second annual Government Micrographics Conference and Exposition, at the Sheraton-Washington Hotel, September 9–10. THOMAS F. O'REILLY, Boston Field Office, is on leave of absence, attending Suffolk University Law School. ISABELLE JOHNSTONE, Threat Analysis Group, addressed members of the Rotary Club and Women's Federated Guild, in Valdosta, Ga., on Latin American terrorism, October 16.

JOHN BEDROSIAN, chief, Threat Analysis Group, addressed the American Society of Industrial Security's New York City Chapter committee on international terrorism, at the Waldorf-Astoria Hotel.

The Office of Security has called on special agents from all of its domestic field offices and headquarters divisions to fulfill the Office of Security's traditional role in support of the dignitaries attending the 35th UN General Assembly. Protective details were established for 19 visiting ministers in connection with General Assembly meetings in New York, September 7–October 6. KEITH GWYN, chief, Dignitary Protection Division, was coordinator of the command post operation in the Summit Hotel, New York. Deputy coordinator was WILLIAM McFADDEN, assistant agent-in-charge, New York field office. Additional special agents and staff support personnel assigned as members of the command post included HARRY ALLEN, WALTER BACAK, JAMES BURKE, VAL CARO, THOMAS COMISKEY, JAMES CRONIN, GERALD DEMPSEY, JACK ELLINWOOD, PETER GALLANT, GARY GIBSON, WALTER HUSCILOWITC, TAMARA JERNIGAN,

FRANKFURT—Consul general *David Betts* presents *Maryellen Vandivier*, secretary, Regional Security Office, a Meritorious Honor Award. Observing are *Brigitte Engelbach*, Foreign Service national employee, and administrative officer *Terry Day*.☐

OFFICE OF COMMUNICATIONS—*Stuart E. Branch*, deputy assistant secretary, presents Group Meritorious Honor Award to Communications Training Division. From left: *Manuel Valdez, John Maysa, Don Woellert, Dick Hoffer, Eugene Lindberg, Robert Robinson, Paul Del Giudice, Robert Ribera* and Mr. Branch. *(Photo by Walter Booze, Visual Services)*☐

KENNETH KELLNER, MICHAEL KELLY, WILLIAM KETTERING, JOHN KONICKI, JOAN LOMBARDI, GEORGE McCAULEY, KEN MAFFIA, LOUIS MIZELL, ANNETTE MONSOUR, ALAN NATHANSON, GLENN OLDHAM, NEAL PAGAN, DENNIS RAVENSCROFT, DAVID SHAFFER, SUSAN TANICELLO, WILLIAM THOMPSON, WILLIAM TRITES, MICHAEL VIGGIANO and ROBERT WHIGHAM.

On August 12, 25 U.S. Marines from the Fleet Marine Force of the sixth U.S. Fleet, aboard the USS Guadacanal, requested a visit to Embassy Athens, to observe the duties and conditions of their fellow Marines serving on embassy duty. The group was given a day-long tour, including lunch, and expressed a "salty" respect for their fellow Marines at the embassy. A number of Marines indicated they would submit requests for embassy duty upon completion of their present sea duty. □

LANGUAGE SERVICES DIVISION

ALEC TOUMAYAN interpreted for the Moroccan minister of commerce and his party during his five-day visit to Washington, beginning September 22, which included meetings with Speaker THOMAS J. O'NEILL, House International Relations Committee chairman CLEMENT ZABLOCKI, Commerce Secretary PHILIP KLUTZNICK, Overseas Private Investment Corp. president J. BRUCE LLEWELLYN, Export-Import Bank President JOHN L. MOORE, and Under Secretary RICHARD COOPER. SOPHIA PORSON interpreted for the president of Rwanda and his party; they arrived in Washington on September 24. The Rwandan first lady met on September 25 with the American Council of Negro Women, with HELEN KAPS and CAROL WOLTERS interpreting. Members of the Rwandan party met the same day with AID representatives, with STEPHANIE VAN REIGERSBERG interpreting. The Secretary's appearance at the UN General Assembly necessitated a number of trips to New York for interpreters. ZAKI ASLAN, TONY HERVAS, Ms. van Reigersberg, NEIL SEIDENMAN, Mr. Toumayan and DIMITRY ZARECHNAK were among those involved.

Urgent requests for translations keep coming daily from the Iranian Working Group. Language Services members most involved are MARY BIRD, RUTH CLINE, JAMES FEENEY, BETTY PERKINS, BRIGITTE LENT, GISELA MARCUSE, EMIL FOSSAN, JACQUELINE POUSSEVIN, PIERRE POLLIN, BRENDA REDMAN and ELIZABETH KONIUSZKOW. VIVIAN CHANG was recalled from leave, September 29, to interpret at a meeting between the President's chief adviser on domestic affairs and the deputy director of China's People's Daily. HELEN KAPS, GISELA MARCUSE, Mr. Seidenman and CAROL WOLTER interpreted at the International Colloquium on National Strategies for Urban Policy, September 29–30. HARRY OBST flew to France, September 28, for a meeting in Bourges of the four-power working group on the interoperability of aircraft ammunition. Ms. Porson worked at a meeting of a NATO fluid dynamics panel on viscid and monviscid reactions, which took place in Colorado Springs in late September and early October.

Staff verbatim reporters FERD KUYATT and MARIE TAYLOR were on hand for the Secretary's press conference, in New York, October 2. Mr. Kuyatt handled the Secretary's speech in Minneapolis, October 6, and again on October 14 in Ann Arbor, Mich., while retiree contractor WENDEL THIERS covered the town meeting in Memphis that afternoon. Ms. Taylor traveled to South Bend to cover the Secretary's foreign policy speech at Notre Dame, October 11. GISELA MARCUSE traveled to New York, October 15–16, for depositions for the Federal Trade Commission. □

African Affairs

Assistant Secretary RICHARD M. MOOSE and many bureau officers participated in the Organization of African Unity luncheon hosted by the Secretary in New York, during the UN General Assembly session, October 1. On October 3, Mr. Moose attended the Foreign Policy Association luncheon in New York for the Nigerian president, and conferred with CBS-TV news chief WALTER CRONKITE. On October 13, Mr. Moose delivered the

AFRICAN AFFAIRS—Assistant Secretary *Richard M. Moose*, right, presents Meritorious Honor Award to *Roger L. Hart*, desk officer for western Africa. Mr. Hart was commended for his work during the Chad and Liberian crises in March and April. □

JOHANNESBURG—*George Trail*, consul general, right, presents *Frank Golino*, regional labor officer, Superior Honor Award. □

keynote speech at a Conference on Southern Africa at Penn State University. DANIEL SIMPSON, Southern African Affairs, and DAVID DLOUGHY, also participated on conference panels on October 14. Mr. Moose spoke before the Department's Open Forum, on U.S. policy toward Africa, October 16.

Deputy assistant secretary MABEL M. SMYTHE, on September 29, participated in a panel on U.S.-Africa economic prospects, sponsored by Meridian House International, in Washington. On October 14–15, she spoke before academic, business and media audiences in Muncie, Ind., during a visit sponsored by Ball State University. On October 17, she participated in a panel on continuity and change in Cameroonian society, at the African Studies Association annual meeting in Philadelphia. Deputy assistant secretary HAROLD HORAN and JENNIFER WARD, of the Office of Inter-African Affairs, addressed a group of African journalists, under auspices of Operations Crossroads Africa, in Washington, October 2. On October 6, Mr. Horan spoke at National Defense University on U.S. and allied interests in African strategic and mineral resources. MARSHALL CARTER, Office of West African Affairs, spoke at an African roundtable session sponsored by the School of Advanced International Study, Johns Hopkins University, September 26, and participated in two panel sessions at the African Studies Association annual meeting in Philadelphia, October 18. PAUL J. HARE, director of Southern African Affairs, went to New York, October 1–2, to attend the Secretary's luncheon for the Organization of African Unity, and for meetings with visiting Botswana and Mozambique foreign ministers. ROBERT A. PROCTOR, country officer for Zambia and Malawi, was on an orientation trip through southern Africa the latter part of September.

Office of the Executive Director: PATTI C. HOWARD has transferred to the Bureau of Personnel's Training Division, after serving as the Africa bureau's personnel management specialist for two years. RONALD B. RABENS, post management officer for eastern and southern Africa, visited a number of posts during September, for orientation and consultations.

PRINCETON LYMAN, director of inter-African affairs, was a member of the presidential science adviser's delegation to Africa. The delegation visited Nigeria, Zimbabwe, Kenya and Senegal, September 21–October 1, and signed a number of agreements for science and technology cooperation. On October 14, Mr. Lyman addressed the Jewish Community Relations Council in Philadelphia on the Falasha Jews of Ethiopia. On October 2, Mr. Horan and JENNIFER WARD addressed a group of 45 visiting African journalists on U.S. policy toward Africa. Ms. Ward attended the African Studies Association annual meeting in Philadelphia, October 13–14. □

Arms Control and Disarmament Agency

SPURGEON M. KEENY JR., deputy director of the agency, headed the U.S. delegation, in October, to the Soviet-American discussions in Geneva on theater nuclear forces. Other agency representatives were VICTOR E. ALESSI, R. LUCAS FISCHER, JULIA B. KRENZEL and MARY LeCLERE. Mr. Alessi served as executive secretary of the delegation, which also included representatives of the Departments of State and Defense.

Assistant general counsel MARGOT MAZEAU represented the agency at a 72-nation conference in Geneva that drafted a treaty to make non-nuclear war less inhumane for civilians. The treaty, with its three protocols, will be open for signatures next year. The conference, which met September 15–October 10, was called by the UN to draft prohibitions or restrictions on the use of excessively cruel or indiscriminate weapons. The treaty's three protocols contain rules dealing with incendiary weapons, booby traps, land mines and fragmentation arms.

Director RALPH EARLE II has established an Equal Employment Opportunity Advisory Council to effectuate the agency's commitment to the principles and requirements of equal opportunity, and to ensure that concrete, practical steps are undertaken to meet these objectives. The council is chaired by deputy general counsel PHILIP G. SCHRAG. Members are A. M. CHRISTOPHER, THOMAS W. GRAHAM, ALFRED LIEBERMAN, JAMES M. POPE, SUZANNE VANCE, LORNA E. WATSON and NANCY R. WATTS.

The Weapons Evaluation and Control Bureau, in October, began a series of informal, off-the-record seminars with outside experts, invited to discuss matters of mutual interest with agency officers. The initial seminar, sponsored jointly with the Non-Proliferation Bureau, was held October 14. The guest was GEORGE RATHJENS, professor of political science at the Massachusetts Institute of Technology, and former deputy U.S. special representative for nonproliferation matters in the Department of State. A former agency deputy assistant director, Mr. Rathjens also was deputy director of the Advanced Research Projects Agency in the Department of Defense. The second seminar was held October 17, sponsored jointly by the weapons bureau and International Security Programs Bureau. JACK P. RUINA, Massachusetts Institute of Technology, spoke on antiballistic missile systems. A former director of the Pentagon's advanced research agency, he is a senior consultant to the Office of Science and Technology Policy.

CHARLES L. BECKEL has joined the agency on a one-year appointment under the Intergovernmental Personnel Act, on loan from the University of New Mexico. He will be working in the Multilateral Affairs Bureau on research in advanced weaponry and nonseismic verification. Mr. Beckel received his doctorate in physics from Johns Hopkins, then taught at Georgetown for 11 years before joining the Institute for Defense Analyses. Except for one term as a visiting professor at Oxford, he has spent the past 14 years as a professor of physics at the University of New Mexico.

Public affairs adviser THOMAS A. HALSTED was in Bad Deutsch Altenberg, Austria, October 11–12, to participate in the Pugwash Conference on "Averting Nuclear War: The Role of the Media." Assistant director CHARLES N. VAN DOREN, assistant director G. WILLIAM ASHWORTH and HENRY SCHAEFER took part in the Stanley Foundation's Strategy for Peace Conference, October 10, at Airlie House, Warrenton, Va. ROGER PAJAK chaired a panel on "Soviet Military Aid Programs" at a September 26 conference in Reston, Va., sponsored by the Air Force's assistant chief of staff/intelligence. □

Congressional Relations

"Congress and U.S. Policy Toward the Middle East" was the topic of Assistant Secretary BRIAN ATWOOD's address to the Forum on International Relations, at Purdue University, September 19. He also participated in the September 20 fall festival at Francisville, Ind., which honored one of the American hostages in Iran. Mr. Atwood served as a visiting fellow, under the auspices of the Woodrow Wilson National Fellowship Foundation, at Middlebury College, Vt., October 20–24. Ambassador WALTER CUTLER, senior deputy assistant secretary, spoke on "Foreign Aid: A Neglected Resource," at the annual civic dinner of the Salvation Army, in Bedford, N.H., October 5. He also addressed editorial backgrounder groups at the Christian Science Monitor and Boston Globe, and participated in a luncheon and workshop on "Diplomacy and Diplomatists in Historical Perspective," October 6–7.

Deputy assistant secretary **ROBERT FLATEN** served as a panelist on American foreign policy and domestic politics, at the Institute of Politics, Harvard University, October 22. Former legislative officer **PETER BURLEIGH** has been assigned as deputy chief of mission in Kathmandu. **DON PLANTY** and **JOE McBRIDE** participated in Board of Examiners recruiting trips to Arizona and Ohio, respectively. The bureau has welcomed **JOHN CLARK, MYRA MURTHA, WILL ITOH, TIM TOWELL,** and **CAROLEEN WILLIAMS.**□

Consular Affairs

Assistant Secretary **DIEGO C. ASENCIO** received a commendation on September 22, from **MICHAEL KOQUTEK,** national commander of the American Legion. The commendation was for his conduct while a hostage in Colombia. On September 23, Mr. Asencio addressed the Association of Public Administrators, at a luncheon at George Washington University, on his experiences as ambassador to Colombia. On September 25, a working luncheon for the passport agents-in-charge was held in the Rayburn House Office Building. The luncheon was arranged by Congressman **DANTE FASCELL,** chairman of the House Subcommittee on International Operations. In addition to Mr. Fascell, others attending were subcommittee staff members **VIRGINIA M. SCHLUNDT,** staff director; **KAREN BRENNAN, SUSAN McCARTAN** and **DEBBIE HICKEY.** The Department representatives at the luncheon included Mr. Asencio; **ROBERT E. FRITTS,** ranking deputy assistant secretary; the deputy assistant secretary for passport services, **NORBERT J. KRIEG;** the associate director for passport services, **VIVIAN A. FERRIN; WILLIAM WHARTON,** director, Office of Citizenship and Nationality and Appeals; **MICHELE E. TRUITT,** director, Office of Operations; **JOHN HOTCHNER,** director, Office of Program Support; **MARLENE E. SCHWARTZ,** chief, Duty Officer Program; **KATHI WARD,** chief, Special Assistance Branch; **RONALD K. SOMERVILLE,** executive director for the bureau; special assistants **RICHARD McCOY** and **PAUL DONALDSON;** and **GENE KRIZEK,** from the Department's congressional relations office. Mr. Asencio lead a bureau delegation to, and chaired, the consular conference in Toronto, October 6–9. The delegation included the deputy assistant secretary for visa services, **ROBERT W. MAULE; CARMEN DiPLACIDO,** director, Citizens Consular Services; Mr. McCoy; and **BROOKE HOLMES** of the Executive Office.

The Selective Service System has presented **FRANCIS S. HALL,** Citizen Consular Services Division, with an Exceptional Service Award; and **CARMEN DiPLACIDO** and **MAXINE LONON** received a certificate of appreciation for their role in implementing the 1980 Selective Service foreign registration program. In the Office of Overseas Citizen Services, **CAROLYN SPILLANE** spent September 17–28 in Havana on temporary duty, assisting arrested Americans at the Combinado del Este Prison, in Havana, and the September 24 repatriation flight.

Passport Services held its annual seminar for field agents-in-charge, September 22–26. This year's principal seminar topic was the new Travel Document Issuance System, soon to be implemented first in the Washington Passport Field Agency. The agents-in-charge attending were **JOHN J. FLYNN,** Boston; **ELMO POOLE,** Chicago; **GEORGIA ROGERS,** Detroit; **E. LEONARD DAMRON,** Honolulu; **SYLVESTER JACKSON,** Houston; **GENE BURKE,** Los Angeles; **JAMISS F. SEBERT,** Miami; **EUGENE' BRIGGS,** New Orleans; **DONALD D. CASTEEL,** Philadelphia; **JOSEPH R. CALLAHAN,** New York; **S.M. JEPPSON,** San Francisco; **EDWARD HART,** Seattle; **BEATRICE MITE,** Stamford; and **LOUIS N. DEANER,** Washington. Passport Services held an awards ceremony October 14, to honor employees whose performances have been officially recognized. Joining the Office of Overseas Citizens Services were **HELEN MEAGHER, GEORGIA ALEXANDER, JO CAROL POTTER** and **GEORGE FOURIER.**

MERIDA, Mexico—Consul *David Matthews'* umbrella shelters beauty contest winners from the states of Guerrero, Campeche and Mexico during their visit to Maya ruins.□

NORM SINGER is the new director of the Field Support and Liaison Division of the Visa Office. **CORNELIUS D. SCULLY** attended the American immigration seminar at the University of Texas, San Antonio, October 2–3. Mr. Singer and **MIKE DUFFY** of the Systems Staff traveled to London to install and train the personnel on the nonimmigrant visa computer-assisted processing system. **DIANE DANIELS** spent October 6–7 in Detroit, to participate in an Immigration and Naturalization Service Operation outreach program. New in the Visa Office are **E. ANTHONY BERG, DIANE DANIEL, GERALD TONEY** and **ERNESTINE WILSON. SHELLY ROSEN,** director of the bureau's System Staff, traveled to Mexico in mid-September to install a new version of the immigrant visa applicant control system.□

East Asian and Pacific Affairs

Assistant Secretary **RICHARD HOLBROOKE** met with Australian Foreign Minister **ANDREW PEACOCK** and attended a dinner in honor of Australian Prime Minister **MALCOLM FRASER,** September 1. From September 3–5, he participated in the visit to Washington of **SABURO OKITA,** Japanese government representative for external economic affairs. On September 8, he hosted a luncheon at the Department in honor of former Thai Prime Minister Kriangsak, and later that evening addressed a dinner meeting of the Committee on Scholarly Communications, at the National Academy of Science. On September 9, Mr. Holbrooke addressed a luncheon meeting of the Council on Foreign Relations, in New York. On September 12, he attended the opening of the Chinese exhibition in San Francisco. Mr. Holbrooke represented the United States at the Pacific Community Seminar in Canberra, September 13. On September 22, he participated in meetings of Japanese Foreign Minister Ito with Secretary **WILLIAM MILLER** and Vice President **WALTER MONDALE.** From September 23–October 2, he participated in the Secretary's bilateral meetings with Asian foreign ministers at the UN. On October 4, he attended the Secretary's breakfast in honor of New Zealand Prime Minister Muldoon. Later that day he hosted a luncheon at the Department in honor of Thai Foreign Minister Sitthi. Mr. Holbrooke hosted another luncheon at the Department on October 6, in honor of Papua New Guinea Foreign Minister Levi.

Deputy assistant secretary **ANTHONY C. ALBRECHT** attended the U.S.-Association of Southeast Asian Nations officials meeting, in Manila, September 10–12. From September 15–17, he attended the Pacific Basin seminar sponsored by Australian National University in Canberra. From September 18–23, he

FUKUOKA, Japan—The U.S. consulate's principal officer, *Craig G. Dunkerley*, on horseback, in traditional Japanese armor, leads contingent of local citizenry in festival celebrating Fukuoka's feudal past.□

had consultations with U.S. and host government officials in Melbourne, Sydney, Wellington and Auckland. Mr. Albrecht addressed members of the Far East-American Council of Commerce and Industry on "Asian/American Relations: Trade and Investment in the Eighties," in New York, Oct. 6. In Singapore, October 10–11, he attended the U.S.-Association of Southeast Asian Nations business council meeting, and remained for consultations with U.S. and host government officials until October 13. In Kuala Lumpur, October 14–15, Mr. Albrecht attended the multilateral trade negotiations implementation conference. Following this meeting, he participated in discussions with the Asia Pacific Council of America Chambers, until October 19, and remained for consultations with U.S. and host government officials until October 20. Returning to the United States, he met with representatives of the Semi-conductor Industry Association, in San Francisco, for discussions on U.S.-Japan economic relations. Mr. Albrecht also met with Ambassador D. ASHARI, Chairman of the Association of Southeast Asian Nations Washington committee, to review recent developments.

WILLIAM PIEZ, director, Office of Economic Policy, spoke to the American Institute of Industrial Engineers, on "Japan as a Model Industrialized Country," in Minneapolis, September 16, and before the Industrial College of the Armed Forces, on "U.S. Regional Economic Policy for Asia and the Pacific," Oct. 6. WALTER LUNDY, deputy director, attended a symposium sponsored by the Department of Commerce and the Chamber of Commerce of Indianapolis, in Indianapolis, September 18, and addressed the Federated Women's Club in Valdosta and Moutrie, Ga., and the Kiwanis in Moutrie, on East Asian economic relations, October 1 and 2. MANUEL BARRERA, economic officer, attended an Association of Southeast Asian Nations meeting in Manila, September 8–14, and consulted on economic issues in Singapore, Kuala Lumpur and Hong Kong, September 14–20. JAMES KLEMSTINE is working in the Office of Economic Policy after a four-year tour in Seoul.

Office of Chinese Affairs—Deputy director SCOTT HALLFORD participated as a panelist in a State Department seminar on policy formulation, for a group of Senior Executive Service nominees, September 22. He addressed a breakfast meeting of the Southern Prince George's County Rotary Club, October 1. DARRYL JOHNSON, political chief, spoke in Seattle, Spokane and Takoma, on international trade. On September 25, JOHN PARKER, political officer, spoke about U.S.-China relations at William and Mary College and at Christopher Newport College, Newport News, Va.

The director of the office, CHARLES W. FREEMAN JR., spoke at American University, in Washington, October 14, on U.S.-China relations.

ANN SCOTT, a student at Harvard, has joined the staff as an intern, through January 1981. □

Economic and Business Affairs

On September 23 Assistant Secretary DEAN R. HINTON led a U.S. delegation to Tel Aviv for talks on implementing a memorandum of agreement on supplying oil to Israel. The talks were renewed in Washington on October 7. On October 6 Mr. Hinton and the bureau welcomed a delegation from New Zealand for annual economic consultations.

Senior deputy assistant secretary ERNEST JOHNSTON was in Williamsburg, Va., September 16, to exchange ideas on U.S. trade and foreign policy interests in the western hemisphere with the Southern Governors Conference. He testified for the Department on September 25 before the Senate Committee on Governmental Affairs, regarding a bill to create a new Government agency, an Office of Strategic Trade. State opposed the bill on grounds that it would add another bureaucratic structure in this area without effectively centralizing or coordinating strategic export control functions. Mr. Johnston also addressed the World Trade Club of South Bend, Ind., September 30, on "Where the United States is Going in Trade Policy."

The deputy assistant secretary for international energy policy, EDWARD L. MORSE, addressed an energy conference in Houston, October 6, on "The Trend Toward OPEC Refining," followed by local media interviews for him. Mr. Morse then traveled to Tulsa, where he was guest of honor at a luncheon hosted by the Cities Service Co., October 7. Also in Tulsa, he addressed the local Council on Foreign Relations, on the consequences to the oil market of the Iraq/Iran conflict, gave a TV interview and a background interview with the oil editor of the Tulsa Tribune.

ECONOMIC AND BUSINESS AFFAIRS —*John P. Ferriter*, center, director, Office of International Commodities, receives Superior Honor Award from Assistant Secretary *Deane R. Hinton*. *Daniela C. Ferriter* is at left. *(Photo by Robert E. Kaiser, Visual Services)* ☐

The Thomas International Publishing Co. recently gave the Department generous discounts on the American Export Register, which is designed to assist posts in export and trade promotion activities. At left is *Robert E. Ahrensdorf*, president, with Under Secretary *Ben Read*. *(Photo by David Humphrey, Visual Services)* ☐

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, headed the U.S. delegation to the annual meeting of the International Coffee Council, in London, September 15–October 3. He was accompanied by JAMES WOOLWINE, Tropical Products Division. The meeting achieved a breakthrough in obtaining agreement on the economic provisions of the 1976 international coffee agreement, and on the phase-out of the producer countries' joint marketing activities. During that meeting, Mr. Calingaert traveled to Rome to serve as alternate U.S. representative at the Food and Agricultural Organization emergency meeting on Africa, September 19.

JOHN P. FERRITER, director, Office of International Commodities, was co-head of the U.S. delegation to the meeting of the Committee on Commodities of the UN Conference on Trade and Development, in Geneva, September 29–October 7. This was the committee's first meeting since 1975, and its major order of business was to establish a work program. Mr. Ferriter also attended the meeting of the High Level Group on Commodities, in Paris, October 9. DONALD NELSON, assistant U.S. trade representative, was elected chairman of the committee. Mr. Ferriter resigned as chairman of the committee's ad hoc group on the common fund.

JAMES C. TODD, chief, Industrial and Strategic Materials Division, attended the annual meeting of the American Mining Congress, in San Francisco, September 21–24, where he served as cochairman of the state-of-the-mining-industry session. Mr. Todd also served as alternate U.S. representative to the 26th assembly of the International Rubber Study Group, in Kuala Lumpur, September 29–October 4. At the assembly, the United States announced it would provisionally apply the new international natural rubber agreement, which will enable this important new commodity agreement to enter force as scheduled.

The director of the Office of Food Policy and Programs, **DONALD HART**, attended the meeting of the special committee of the International Wheat Council, in London, October 6–8, to develop the outline of a possible new international wheat agreement. **PATRICIA KOLAR** was guest speaker on world food security at the foreign area officers' course, Fort Bragg, N.C., September 23.

The annual general assembly of the International Civil Aviation Organization convened on September 10 at the organization headquarters in Montreal. Office of Aviation director **JAMES FERRER JR.**, served in the U.S. delegation as vice chairman. **JOAN GRAVATT** of the Aviation Policy Division also was a member of the U.S. delegation. Upon his return from Montreal Mr. Ferrer led a U.S. negotiating team which concluded an air transport agreement with the Philippines, October 3, in Washington. The agreement is the second bilateral civil aviation pact in as many months reached between the United States and an East Asian nation. The U.S.-China bilateral was signed for the United States by **PRESIDENT CARTER** on September 17. An informal session to review the state of U.S.-Japanese civil aviation relations was held in Tokyo, September 15–19. **B. BOYD HIGHT**, deputy assistant secretary for transportation and telecommunications, headed the U.S. delegation.

The Aviation Policy Division's **GARY COUEY** addressed the International Operators Committee of the National Business Aircraft Association at its national convention in Kansas City, September 24.

New employees in the bureau include **LEWIS I. COHEN**, deputy director, Office of International Commodities, and chief, Commodity Policy Division; **CHARLES REIS**, Office of Energy Consumer-Country Affairs; **PATRICE ROBITAILLE**, Office of the Special Negotiator for Economic Matters; and **HARRIETTA HUGHES**, Special Trade Activities Division.□

European Affairs

Deputy assistant secretary **ROBERT L. BARRY** was in New York, September 24–25, where he participated in the Secretary's bilateral meetings with the Yugoslavs and the Soviets. Mr. Barry also traveled to Garmisch, West Germany, September 29, to attend the second world congress of the International Committee for Soviet and East European Studies. Following the conference, he was in Warsaw and Bucharest, for consultations, October 4–7. On October 8, he briefed a group of scholar-diplomats on U.S.-Soviet relations. And on the same day he spoke on U.S. policy toward the Soviet Union, at the Kennan Institute.

VIENNA—*Fran Vall*, a secretary at the embassy, is "Klettering" (rock-climbing, that is) in the Austrian Alps.□

Ambassador **LAWRENCE S. EAGLEBURGER**, Yugoslavia, was in the Department for consultations, October 12–25. Ambassador **FRANCIS J. MEEHAN**, new U.S. ambassador to Poland, was in the Department for consultations, September 15–October 11. Ambassador **JACK PERRY**, Bulgaria, was in the Department for consultations, October 8–16. Ambassador **HERBERT SALZMAN**, U.S. permanent representative to the Organization for Economic Cooperation and Development, in Paris, was in Washington for consultations, September 27–October 2. His visit coincided with that of Organization for Economic Cooperation and Development's secretary general **EMILE VAN LENNEP**, who came to confer with senior U.S. officials. They met with Under Secretary **RICHARD N. COOPER**, Treasury Secretary **G. WILLIAM MILLER**, Energy Secretary **CHARLES DUNCAN JR.**, Commerce Secretary **PHILIP KLUTZNICK**, assistant to the president **STUART EIZENSTAT**, and others at State and elsewhere. On October 6, Mr. Salzman addressed a luncheon meeting, in Chicago, of the Mid-America Committee for International Business and Government Cooperation. Ambassador **WILLIAM E. SCHAUFELE JR.**, former U.S. ambassador to Poland, was in the Department for consultations, September 11–29.

HENRY L. CLARKE, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, participated in consultations with the European Community regarding certain U.S. agricultural exports and the General Agreement on Tariffs and Trade, in Geneva, October 3. **ROBERT D. JOHNSON**, desk officer for Czechoslovakia and Bulgaria, Office of Eastern European Affairs, visited Sofia and Prague, September 29–October 7, on consultations. **D. THOMAS LONGO JR.**, Hungarian affairs officer, visited Budapest, September 13–27, to participate in bilateral negotiations and for consultations. **ROBERT K. GERMAN**, director, Office of Soviet Union Affairs, traveled to New York, September 24–26, to participate in UN General Assembly bilateral talks. **LAURA FEENEY KENNEDY** has joined the Office of Soviet Union Affairs as executive secretary for the Interagency Coordinating Committee for U.S.-Soviet Affairs. **BRUCE ROSENBERG**, who transferred from Melbourne, has joined the economic section of the Office of Soviet Union Affairs. **AVIS T. BOHLEN**, arms control and strategic affairs section, Office of European Political and Security Affairs, attended a meeting of the NATO special consultative group on theater nuclear forces arms control, in Brussels, September 15–16. **DAVID A PABST** of the same section attended the September 30 meeting of NATO's high-level group, which treated various aspects of nuclear forces in NATO. **CHARLES R. BOWERS**, executive director, traveled to Turkey and Cyprus, September 9–22, consulting with post officials and foreign national employees in Ankara, Istanbul, Izmir, Adana and Nicosia. **IRENE S. HARRISON** and **CHARLES O. SKELLINGER** have joined the Executive Office personnel staff.□

Diplomatic

FOREIGN SERVICE INSTITUTE—Graduates of the September Foreign Service secretarial class are, first row, from left: *Cynthia Sutton, Karen Gifft, Denise Walters, Margaret Salvador, Angela Bartolotta, Susan Maras, Deanna Cotter, Denise DeRobertis, Shirley Hanson.* **Second row:** *Donna Garrett,* **faculty;** *Donna Martin, Julie Rinke, Aloyse McClellan, Deborah Morris, Deanna Johnson, Mary Nichols, L. Louise Nelson, Mary Curry.* **Not shown: Sharon Gillenwater.**☐

Foreign Service Institute

New staff members are EUNICE EDWARDS, from the Bureau of Public Affairs; KATHRYN FREY, from the Office of the Comptroller; DONNA GARRETT, from Nairobi; YVONNE GURNEY, from AID; ANNETTE MOORE, from Kingston; GUS P. PELEUSES, from Mexico City; and EUGENE SCHMIEL, from the Bureau of African Affairs. New language and culture instructors are MIA H. SMITH, SANA SAMI, LADISLAV J. SLIVKA, and ARISTIDE PEREIRA. German language instructor MARGARETE E. PLISCHKE retired after 24 years and received a Superior Honor Award.☐

Human Rights and Humanitarian Affairs

Assistant Secretary PATRICIA M. DERIAN testified before the House Subcommittee on International Organizations, September 16; she spoke on the state of human rights in the Soviet Union and eastern Europe. On October 1, she spoke on the Communist countries of Asia, at a joint hearing of the House Subcommittees on Asian and Pacific Affairs and International Organizations. Ms. Derian traveled to Miami, October 7, to speak on human rights and Latin America, at Miami Dade Community College.

ROBERTA COHEN, deputy assistant secretary, traveled to New York with the regional affairs officer for Europe, HUGH SIMON, to attend a UN nongovernmental organizations conference, where they spoke on "Human Rights: A Global Perspective." Miss Cohen also spoke to a foreign policy class for Government interns, October 7. Mr. Simon traveled to Williamsburg for a Labor Department conference on human rights in the Soviet Union, September 18–19, and participated in a panel on Northern Ireland, for the American Committee for Irish Studies. MILLARD ARNOLD, formerly with the Southern Africa Project of the Lawyers Committee on Civil Rights, joined the bureau as deputy assistant secretary and made his first presentation as a representative of the bureau, to the District of Columbia Bar Association, October 14. Office directors TERESA TULL and RICHARD GRAHAM spoke to the Army War College instructors, September 18, and briefed congressmen from the Dominican Republic, who were visiting the United States under the auspices of ICA. The bureau's economic officer, MICHAEL BACHE, spoke to junior officers at the Foreign Service Institute, October 6, as did TAYLOR JESSE CLEAR, Regional Affairs Officer for the Near East and South Asia. Mr. Clear also participated in a WAMU-FM call-in show on human rights, September 19, with representatives of the U.S. Catholic Conference and Amnesty International. One person who called in was Senator BENIGNO AQUINO, the Philippine opposition leader. The regional affairs officer for Africa, JOHN SALSBERG, traveled to Dayton, to speak at a Department of Defense training center for those who work with foreign nationals in U.S. security assistance programs.☐

Inspector General's Office

Inspector general ROBERT C. BREWSTER presented the Superior Honor Award to MARVIN F. SMITH, who has been reassigned to the Bureau of Refugee Programs.☐

Intelligence and Research

Director RONALD I. SPIERS and bureau analysts consulted with the following chiefs of mission between mid-September and mid-October: Ambassador GERALD B. HELMAN, U.S. mission, Geneva; Ambassador RICHARD N. GARDNER, Italy; Ambassador AMBLER MOSS, Panama; Ambassador ARTHUR W. HUMMEL, Pakistan, Ambassador JACK R. BINNS, Honduras; and consul general BRANDON GROVE, Jerusalem. MARTIN LOWENKOPF, analyst in the Office of Analysis for Africa, attended the NATO experts meeting, in Brussels, October 1–3. CHARMAINE KEYES, analyst in the same office, attended the African Studies Association annual meeting, October 15–18. In the Office of Inter-American Affairs, WILLIAM E. KNEPPER has replaced HUNTER L. ESTEP as director. WEVER GIM has replaced

ROBERT DREXLER as director, Office of Analysis for East Asia and the Pacific. GEORGE S. HARRIS, director, Office of Analysis for the Near East and South Asia, spoke on the Arab-Israeli peace process at a symposium on the United States, NATO and Israel, at the Seven Springs Center, Mt. Kisco, October 13. He also attended a roundtable discussion on security in the Middle East and Persian Gulf region, at the Wilson Center of the Smithsonian Institution, October 8. On September 26-27, he attended the Middle East Institute annual conference and, on October 10, he shared in chairing the bureau conference of academics on Iran. JOSEPH V. MONTVILLE, chief, Near East Division, lectured on the Iran-Iraq war and the Middle East, at Colgate University. He also appeared on the evening news on the Syracuse ABC affiliate, and taped a 30-minute interview for the Syracuse public broadcasting station, September 28-29. He also did a 20-minute radio interview, by phone hookup from Colgate. On September 29 he briefed women from the Metropolitan New Jersey Jewish Welfare Federation, at the White House. From the same division, analyst GARY DIETRICH appeared on "Georgia Forum" (Georgia educational television, Atlanta) to defend U.S. foreign policy in the Persian Gulf, October 9. From the South Asia Division, analyst GERALD FEIERSTEIN traveled to Pakistan, Nepal, Bangladesh and India, for consultations, September 3-28. DENNIS HOWLEY, analyst, spoke on the Middle East situation at Drake University, Des Moines, and Coe College, Cedar Rapids, Io., October 14-15.

ANTON W. DEPORTE, director, Office of Analysis for Western Europe, spoke to the West European section at the National War College, on U.S.-European relations since 1945. He also participated in a discussion on German politics and foreign policy, at the Chicago Council on Foreign Relations, October 8. JAMES EHRMAN, analyst in that office, participated in the first meetings of the area studies course on "The Iberian Peninsula," at the Foreign Service Institute, September 25. On September 30, D. CLARK NORTON, analyst, lectured on Italian political developments to a political science class studying comparative government and politics, at George Washington University. WILLIAM MILLAN, analyst, participated in the Department's briefing of members of the Association of Irish Studies, in Washington, October 10. The topics were "Northern Ireland" and "Ireland in Europe." From the same office, analyst ELLEN LAIPSON spoke on Turkish politics, at a George Washington University graduate course entitled "Government and Politics in the Middle East," September 26.

In the Office of Politico-Military Analysis, ROBERT HANSEN has joined the General Purpose and Theater Forces Division. He will focus on theater nuclear forces and arms control questions. JANET ANDRES, after completing a tour at Embassy Khartoum, is joining the Strategic Forces Division to work on antisatellite, space and strategic defense forces problems. WILLIAM PORTER has joined the office for a year, on detail from the Defense Intelligence Agency, to work on Middle East political-military issues. Three work-study interns, RICK GEIS, VANN VAN DIEPEN and PETER BRASE, have joined the office for the fall 1980 academic term.☐

Inter-American Affairs

During August and September, the bureau welcomed two new deputy assistant secretaries. MICHAEL FINLEY arrived in August from the House Foreign Affairs Committee, to assume his duties as deputy assistant secretary for Caribbean affairs. MARI-LUCI JARAMILLO, previously ambassador to Honduras, arrived in September to take over as deputy assistant secretary for congressional, human rights and public affairs. LOUISE FARNUS retired after many years of service, including two as secretary to the assistant secretary.

PARAMARIBO—Ambassador *John J. Crowley Jr.* congratulates members of the Surinamese defense forces selected for training in the United States.☐

Assistant Secretary WILLIAM G. BOWDLER went, August 6-12, for consultations to Caracas and Bogota, and to a meeting with Central American chiefs of mission, in Panama. Deputy assistant secretary JIM CHEEK joined him in Panama for the meeting. The September travel schedule included a September 9 dinner speech by Mr. Bowdler, to the board of Chase Manhattan Bank, New York, and addresses in Pittsburgh, on September 17, to both the University of Pittsburgh Center for Latin American Affairs and the Pittsburgh Council on World Affairs. Mr. Bowdler also spent several days in September attending SECRETARY MUSKIE's bilateral consultations in New York with foreign ministers attending the opening of the UN General Assembly. Deputy assistant secretary SAMUEL EATON spent September 1-14 consulting with embassy and host government officials in Brazil, Uruguay, Paraguay and Peru. Mr. Cheek participated, September 12-13, on a Yale University panel on Central America, in New Haven. He also traveled, September 15-29, to Costa Rica, Nicaragua and Honduras, to hold discussions with host governments and our embassies. On September 26-28, Mr. Finley traveled to Coral Gables, Fla., to address the annual Chamber of Commerce Caribbean trade seminar. He then continued to Nassau, Bahamas, where he met with Bahamian and embassy officials.

AMBLER MOSS, ambassador to Panama, was in New York, October 2-3, and participated in consultations with U.S. business corporations on economic conditions and opportunities in Panama. While in the country, Mr. Moss participated in several speaking engagements. On October 6 he traveled to Little Rock, where he spoke before two University of Arkansas classes on foreign policy and ratification of the Panama Canal treaties. Afterward, he participated in a press conference and met with the Committee on Foreign Relations. On October 7, in Louisville, he participated in an interview at the University of Louisville. In Miami, on October 8, he spoke before the Committee on Foreign Relations on "Where Are We Going in Panama and Central America?" On October 9, he made remarks before the Center for International Advanced Studies, University of Miami.

SEAN M. HOLLY, narcotics coordinator, traveled to El Paso, to attend the Federal Aviation Administration and Drug Enforcement Administration-sponsored seminar on air traffic control in the western Caribbean, September 23-26.☐

International Narcotics Matters

Assistant Secretary MATHEA FALCO met with a number of key foreign officials at the UN General Assembly in late September, and participated in the Secretary's meeting with the Burmese foreign minister. She also spoke at a special one-day session, October 29, on international drug problems, hosted by the U.S. mission to the UN for representatives of more than 40 countries and key U.S. officials, including New York District Attorney ROBERT MORGENTHAU and Congressman LESTER WOLFF. Deputy assistant secretary ED CORR departed the bureau to take up his duties as ambassador to Peru. CLYDE TAYLOR, formerly director of the Office of Program Management, has been approved by the Deputy Secretary to replace Mr. Corr. Deputy assistant secretary JOSEPH H. LINNEMANN addressed state chapters of the World Affairs Council in Tucson, Phoenix and Albuquerque. The address reviewed the bureau's international narcotics programs, especially in Mexico and the southwest United States. BRUCE FLATIN, director, Office of Global Strategy and the chief of the Latin American Division, DONALD MUDD, inspected international narcotics control programs in Ecuador and Peru, in September. On their respective return trips from Lima, Mr. Flatin visited Bogota to discuss narcotics-control problems and programs in Colombia, and Mr. Mudd evaluated the narcotics situation in Brazil. MANUEL GALLARDO, narcotics-abuse consultant, attended an epidemiological seminar in Bonn to review drug abuse trends in the United States and the Federal Republic of Germany. ALBERT GLAD, chief, Global Support Division, represented the bureau at the annual meeting of the South American Agreement on Narcotics and Psychotropics, at Guayaquil, Ecuador, October 6–9. In addition to delegations from member nations, the meeting was attended by observers from the UN Fund for Drug Abuse Control, the Pan-American Health Organization and International Criminal Police Organization. DOROTHY MITCHELL, chief, Commodity Management Division, and LISA LAWRENCE, contracting officer, Office of Supply, Transportation and Procurement, Bureau of Administration, visited Bangkok, October 6–10, to observe and discuss activities of the various narcotics control projects. This included visits to the Bangkok Metropolitan Health Department headquarters, treatment and rehabilitation centers, and the Thai customs office. Further, in Chiang Mai, they visited a northern hill tribe village of Chinese refugees and a UN demonstration project designed to displace opium poppies as crop in that area. ☐

International Organization Affairs

On September 5, Assistant Secretary RICHARD L. McCALL addressed the Washington International Business Council on "International Organization Issues Affecting U.S. Economic Interests." He spoke before the board of directors of the U.S. Committee for the United Nations Childrens Fund, in New York, September 22, on "UNICEF and the Future." Mr. McCall attended the 35th session of the UN General Assembly, in New York, September 22-October 3. His visit coincided with the Secretary's.

On October 8, deputy assistant secretary MARION CREEKMORE addressed representatives of the professional and academic community attending the "Colloquium on Security in an Interdependent World," at the University of Pittsburgh Center for International Studies. He also discussed North/South issues with members of the International Executives Group in Pittsburgh. JOHN D. FOX, director, Office of Development and Humanitarian Programs, and HARRY GLAZER, chief, Economic Division, Office of Development and Humanitarian Programs, went to New York, September 25, to join members of the U.S. mission to the UN in consulting with the administrator of the UN Development Program, BRADFORD MORSE, and his deputy, G. ARTHUR BROWN. CONSTANTINE WARVARIV, agency director for transportation and communications, attended the conference of the World Tourism Organization, in Manila, September 24-October 12. HERBERT THOMAS of the Transportation and Communications Directorate was a member of the U. S. delegation to the International Civil Aviation Organization assembly, in Montreal, September 15–October 6. GORDON S. BROWN, director of international economic policy, was a member of the U.S. delegation to the trade and development board session of the UN Conference on Trade and Development, in Geneva, September 15–26. NEIL A. BOYER, director, Agency Directorate for Health and Narcotics Programs, was a member of the U.S. delegation to the 31st annual meeting of the Western Pacific region of the World Health Organization, September 9–15, in Manila. Mr. Boyer also attended, as a member of the U.S. delegation, the 27th meeting of the directing council of the Pan American Health Organization, in Washington, September 22–October 3. DIANNE H. GRAHAM spoke to the executive committee of the U.S. National Commission for UNESCO, September 17, on the subject of the World Health Organization's development of a code of conduct for the marketing of breastmilk substitutes. FRANCIS X. CUNNINGHAM was an advisor to the U.S. delegation to the Interna-

UNITED NATIONS, N.Y.—At dedication ceremony of "Peace Form One," a 50-foot steel obelisk honoring the late Ralph J. Bunche, former Department and UN official, are, from left: *Daniel LaRue Johnson*, the artist; *Mrs. Bunche;* Ambassador *Donald F. McHenry;* Secretary General *Kurt Waldheim* and Mayor *Edward Koch*. ☐

best copy available

MANILA—*Constantine Warvariv*, left, director of transportation and communications, Bureau of International Organization Affairs, is presented a book on the Philippines by *Jose Aspiras*, president of the World Tourism Conference, where Mr. Warvariv was head of the U.S. delegation.☐

tional Atomic Energy Agency's board of governors meeting and general conference, in Vienna, September 18–26. DAVID ROWE, director of UNESCO affairs; BERNARD ENGEL, director of the secretariat of the U.S. National Commission for UNESCO; and RICHARD NOBBE, deputy director of the commission, attended, as members of the U.S. delegation, the 21st biannual general conference of UNESCO, in Belgrade, September 23–October 28.

MELVYN LEVITSKY, director, Office of United Nations Political Affairs, participated in the NATO UN experts meeting, in Brussels, September 8. He was also in Copenhagen for consultations with Danish foreign ministry officials, and in Geneva for discussions with international organizations officials and the U.S. mission. PHILIP C. WILCOX JR., deputy director, Office of United Nations Political Affairs, participated in the Australian-U.S. bilateral consultations, in New York, September 11. GRANT SMITH, deputy director, Office of UN Political Affairs, was in New York, September 17, on UN General Assembly issues concerning Romania. HARLAN LEE, Office of UN Political Affairs, consulted with the U.S. mission on refugee issues, September 22. DOUGLAS McELHANEY, Office of UN Political Affairs, spent September 11–12 in New York on expanded contact group meetings on Namibia.

On September 9 and 10, the Office of International Conferences hosted its annual briefing for congressional and public members on the U.S. delegation to the UN General Assembly. The liaison officers assigned by the geographic bureaus to the assembly also participated. Senior officials from the U.S. mission and the Department's geographic and functional bureaus provided background on the practical aspects of assembly proceedings, and a wide-ranging review of the economic, social and regional issues expected to arise this year.

VICKI HUDDLESTON transferred from Freetown to the Office of International Economic Policy, replacing JOYCE RABENS, who has been assigned to the Bureau of Economic and Business Affairs. MARTHA RIPLEY, from the Office of Administrative Services, has resigned from the Department. MARY ANN REED, from the Policy Management Staff, has transferred to Montreal. DONNA DRAIZE, from the Pre-Assignment Center, has been assigned to the Office of International Economic Policy. MICHELE BOWLING, from the Bureau of Public Affairs, has transferred to the Office of International Conferences. THOMAS TYLER, from Rome, has transferred to the Office of Development Assistance, Evaluation and Planning Staff.☐

U.S. MISSION TO THE UN

Ambassador DONALD F. McHENRY, U.S. permanent representative, began the month with an October 1 address on international law, commemorating the 75th anniversary of Fordham University Law School, in New York. On October 8, after speaking on the Special Session on Development, at the International Businessmen's Council luncheon in New York, he traveled to Baltimore, where he addressed the Council on Foreign Relations, on the U.S. role in world affairs. On October 9, joined by other U.S. representatives and staff members of the mission, he spoke at the first nongovernmental organization meeting of the 35th General Assembly, outlining crucial issues facing the United States and the UN today.

Ambassador WILLIAM J. VANDEN HEUVEL, deputy U.S. representative, spoke at the United Nations Association editors seminar, September 15. On September 30, he was host and spoke at the Ayer Barker Hegemann International lunch, at the UN, for an international women's group. On October 8, he discussed Middle East issues at the Conference of Presidents of Major American Jewish Organizations, in New York. This organization is composed of 34 representatives of Jewish secular and religious organizations, and speaks out on international affairs affecting Jewish interests.

Ambassador RICHARD W. PETREE, U.S. deputy representative for Security Council affairs, briefed a group from the Naval War College, September 17, on the role of the United States in the UN, and on issues before the 35th General Assembly. On September 29, he discussed the same topics with a group from the Royal College of Defense. On October 6, he briefed a group of Latin American officials visiting the United States, as guests of the United States, on U.S. attitudes toward the UN. On October 13, he spoke to officers of the Armed Forces Staff College, from Canada, Great Britain, Australia, France and West Germany, plus their wives and escorts.

Ambassador H. CARL McCALL, alternate U.S. representative for special political affairs, participated in the officiating ceremony for the new president of the Brooklyn chapter of the United Nations Association, September 24, and addressed the group on the importance of U.S. involvement in the UN. On September 28, he was a speaker at the dedication of the Schomberg Center for Research in Black Culture, in New York. He attended the celebration of Worldwide Communion Sunday, at Broadway United Church, October 5, and spoke on interdependence among peoples and UN activities. On October 9, he participated in a lecture series at the Andover Theological School, Newton Center, Mass., giving perspectives on the international scene. On October 14, he addressed the United Negro College Fund Committee, in Syracuse, N.Y.

On October 8, Ambassador JOAN E. SPERO, U.S. representative to the UN Economic and Social Council, addressed a seminar of executives, economists, academics and UN personnel, at the Ralph Bunche Institute of the City University of New York, on U.S. economic policies in the UN and international development strategies. Ms Spero, with KORYNE HORBAL, U.S. representative on the UN Commission on the Status of Women, and APRIL GLASPIE, adviser, political and security affairs, met with the Milwaukee Federation of Jewish Women, and discussed the results of the World Conference of the UN Decade for Women, which took place in Copenhagen, July 14–30.

On October 15, a seminar was held at the mission, on "Human Rights: A Global Perspective." It focused on U.S. human rights policy and how it is advanced in international organizations, as well as human rights initiatives before the 35th General Assembly. Participating were Ambassadors McHenry, Spero and McCall, and JILL A. SCHUKER, counselor for press and public affairs; ROBERTA COHEN, deputy assistant secretary for human rights and humanitarian affairs; JEROME SHESTACK, U.S. representative to the UN Commission on Human Rights; HUGH SIMON, regional human rights officer for Europe and the Council on Security and Cooperation in Europe. The audience included representatives of various nongovernmental organizations, particularly those interested in human rights.

Area adviser BARBARA HARVEY participated in a panel discussion at the Asia Society, on "Singapore: Looking to the Future," in New York, October 3. On October 7, GEORGE MOOSE, adviser, political affairs, discussed U.S. policy toward the Third World, as part of the New York University black scholars lecture series. Also on October 7, MARVIN WEISSMAN, U.S. ambassador to Bolivia and an area adviser at the mission for the General Assembly, addressed a Methodist group from western Ohio on U.S.-Latin American relations. ☐

Legal Adviser's Office

STEPHEN M. SCHWEBEL, deputy legal adviser, argued before the International Court of Justice, in October, in its advisory proceedings on interpretation of the agreement of March 1951 between the World Health Organization and Egypt. This was the second time this year that Mr. Schwebel appeared in The Hague to argue before the court. As U.S. deputy agent and counsel, he joined legal adviser ROBERTS OWEN in arguing the Iran hostages case in March 1980. RALPH MARTIN, Office of the Assistant Legal Adviser for UN Affairs, and LORI DAMROSCH, special assistant to the legal adviser, with the legal adviser of the U.S. mission to international organizations in Geneva, STEPHEN BOND, also were members of the U.S. delegation to the court's October proceedings. MARK B. FELDMAN, deputy legal adviser, attended a meeting of Government and business representatives, sponsored by the International Chamber of Commerce, October 16–17, at Paris, to discuss governmental and business efforts to prevent bribery and extortion of government officials in international commercial transactions. GERALD ROSBERG, counselor on international law in the Office of the Legal Adviser, was a member of a U.S. delegation that participated in a consultation in Geneva, at the end of September, on a proposed international code of marketing of breastmilk substitutes. The code, which is being prepared under the joint sponsorship of the World Health Organization and UNICEF, is designed to curb marketing practices for infant formula that may discourage breastfeeding and thereby have a detrimental effect on infant health, particularly in the developing world. The delegation also included representatives from the Department of Health and Human Services and AID. ARTHUR W. ROVINE, assistant legal adviser for treaty affairs, gave talks on executive-congressional relations in the conduct of U.S. foreign policy, at Cornell law school, September 22, and Vanderbilt law school, October 7.

JOY YANAGIDA joined the office on September 15 as an attorney-adviser for economic and business affairs. MICHAEL DANAHER entered on duty September 22 as an attorney-adviser for oceans, international environmental and scientific affairs. DIANA MORRIS arrived on October 7, and has been assigned as an attorney-adviser to the Department's management. High-quality step increases were awarded to HENRIETTA MICKENS, in the Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs, and LORELEI SONCRANT in the main office. ☐

Near Eastern and South Asian Affairs

On September 20, deputy assistant secretary MORRIS DRAPER traveled to Florida, where he addressed the Order of St. Ignatius of Antioch at its annual meeting. On October 8, QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, briefed a group of officers from the Air War College on Gulf policy. RONALD E. NEUMANN, country officer for Jordan, briefed a group from the Army War College on September 18, discussing overall Mideast policy. On October 2, JOHN SCOTT, political-military officer, Office of Israeli and Arab-Israeli Affairs, discussed Mideast policy before a meeting of Army reservists in Arlington, Va. DAVID KORN, director, Office of Israeli and Arab-Israeli Affairs, and EDRIC SHERMAN, regional political adviser, addressed members of Jewish welfare federations from Rochester, New York, and South Broward County, Fla., respectively, during White House briefing sessions. EDWARD L. PECK, director, Office of Egyptian Affairs, traveled to New York, October 2, to attend the Secretary's luncheon for the members of the Organization of African Unity, and for meetings with officials at the U.S. mission to the UN. SAMUEL R. PEALE, deputy director, Office of Egyptian Affairs, was in Cairo, September 19–October 3, for

ISLAMABAD—Marine Sgt. *Lloyd G. Miller* receives Legion of Merit from Ambassador *Arthur W. Hummel Jr.* for defending the embassy during the attack on November 21, 1979. At left is *Mrs. Miller*. ☐

TUNIS—At awards ceremony are, from left: ***Hamadi El Gharbi, Abdessator Attia, Rachida Ben Abdallah,*** **Ambassador** ***Stephen W. Bosworth, Nabila Trad, Mohcen Abid*** **and** ***Mohsen Hafedh Aliou.*** ☐

discussions with embassy officials, and to participate in negotiations with the Egyptian government. WILLIAM SIMMONS, deputy director, Office of Pakistan, Afghanistan and Bangladesh Affairs, visited Pakistani posts, October 10–24. GEORGE LAMBRAKIS, director, regional affairs, addressed a class at the University of Kansas, September 22, on current developments and U.S. policy in the Middle East. On October 3-5, Mr. Lambrakis attended a conference on "Resurgent Islam," in Durham, N.H., sponsored by College of the Holy Cross. The event brought American participants into contact with a number of leading Islamic educators, authors and government officials from Egypt, Saudi Arabia, Sudan, Iran, Pakistan and Malaysia. Colonel WOOLF GROSS, political-military officer, Office of Regional Affairs, traveled to California, October 10–11. He spoke on Middle East matters to members of the World Affairs Council in Sacramento, and students and faculty at the Northern California Forensics Association of California State University, in Chico. Ambassador ARTHUR W. HUMMEL, Pakistan, recently visited the Department on consultations. ☐

SINAI FIELD MISSION

Director KENNETH A. HARTUNG completed his tour of duty October 8 and returned to Washington where he has been appointed deputy assistant secretary of the U.S. Treasury, for Saudi Arabian affairs. On October 7, a farewell dinner for Mr. Hartung was tendered in Cairo by the Egyptian delegation to the Joint Egyptian-Israeli Military Commission. JESSICA DEITCHMAN arrived to begin her tour of duty at the mission, as budget officer. Visitors to the mission during October included THEODORE KATTOUF, October 7; RONALD KELLY, regional security supervisor from Karachi, October 11; and ROBERT DILLON, deputy chief of mission, Embassy Cairo, October 12. JAMES WALLEN, associate director for engineering, traveled to the Middle East for consultations at the mission, October 13–25. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING traveled to Geneva the end of August to attend final meetings of the ninth session of the UN Conference on Law of the Sea, and to attend meetings of the second review conference of the parties to the treaty on the nonproliferation of nuclear weapons. On September 8, Mr. Pickering spoke on international oceans affairs at the Oceans '80 conference in Seattle, then flew to Mexico City to speak on nonproliferation and safeguards at the international executive conference on nonproliferation and safeguards, and to meet with embassy officials. Mr. Pickering accompanied the President's science adviser, FRANK PRESS, and a delegation of senior science and technology officials, on a 10-day trip to Nigeria, Zimbabwe, Kenya and Senegal, departing September 20. Also accompanying the delegation were deputy assistant secretary NORMAN TERRELL, PIERRE SHOSTAL, TADAO KOBAYASHI, LOIS HOBSON and RONNA SHARP. Following the Africa trip, Mr. Pickering went on to Athens, Cairo and Amman, to discuss science and technology cooperation with respective government and embassy officials. RICHARD RUBLE, Office of Cooperative Science and Technology Programs, accompanied Mr. Pickering to Greece and Egypt.

RICHARD BENEDICK, population coordinator, was part of the U.S. delegation at the International Conference on Population and the Urban Future, sponsored by the UN Fund for Population Activities, in Rome, September 1-5. Among the U.S. delegates was Mayor JANE BYRNE of Chicago. The conference brought together mayors and urban planners from approximately 60 "megacities"—those that will have populations exceeding five million by the year 2000—to consider the unprecedented issues this growth will entail. During the same period Mr. Benedick attended the Castelgandolfo International Forum on Active Aging, and held discussions on the forthcoming Bishops' Synod on the Christian Family. On August 28-29, Mr. Benedick held consultations in Geneva at the World Health Organization, on biomedical research programs, and also at the Ecumenical Council. On September 17, Mr. Benedick chaired a meeting, at the Department, of population scholars and researchers who have recently been in China; the purpose of the meeting was to brief the first official U.S. mission on population issues to

China. Additions to the staff of the coordinator of population affairs include JOHN YATES, formerly at Embassy Libreville, and JUDITH ANN SCHMIDT, formerly at Embassy Rome.

The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, participated in the workshop on energy, environment and development, at the "Agenda for the Eighties" conference, in New York, August 25–27. DONALD BLACK and JAMES WILLIAMSON have assumed their duties in the Office of Environmental and Health Affairs. Mr. Black will be deputy director of the office, and will be particularly concerned with issues related to the UN Environment Program. Mr. Williamson will be concerned with issues related to nuclear wastes, bilateral agreements, the Committee on the Challenges of Modern Society, and with urban and human settlements programs under the UN Environment Program and the Organization for Economic Cooperation and Development.

EDWARD BITTNER, Office of Food and Natural Resources, attended the U.S.-Mexico workshop on rainfall collection for agriculture in arid lands, at the University of Arizona, September 10–12. PHYLLIS WINDLE, Office of Environment and Health, served as the Department's adviser to the fifth consultative meeting of the London Ocean Dumping Convention, September 22–26. On September 22–23, ALEXANDER SLEGHT, Office of Environment and Health, attended the second meeting of the Panama Joint Commission on the Environment, in Panama City. MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, attended a meeting of the International Energy Agency committee on research and development, in Tokyo, September 24–26. From September 29–October 2, DAVID HOLTON, deputy director, Office of Marine Science and Technology Affairs, participated in a seminar on the next 50 years in oceanography, at the Woods Hole Oceanographic Institution, Woods Hole, Mass. Commander Terry D. Sattler has joined that office as the navigation and overflight officer. Mr. Sattler was formerly with the Office of Judge Advocate General, in the Administrative Law Division, Alexandria, Va.

JAMES STORER, director, Office of Fisheries Affairs, was in Manila, September 12–26, to attend the meeting of the program advisory committee of the International Center for Living Aquatic Resources Management. □

Refugee Programs

On September 22, Deputy Secretary WARREN CHRISTOPHER presented Superior Honor Awards to the following personnel of the bureau: SHEPARD C. LOWMAN, deputy assistant secretary for Asian programs; JAMES A. SCHILL, former refugee coordinator for Singapore and Indonesia; JOSEPH E. GETTIER, refugee coordinator for Kuala Lumpur; and the Khmer Emergency Group (represented by the refugee coordinator for Thailand, LIONEL A. ROSENBLATT). JUDITH CHAVCHAVADZE, senior program officer in the Office for European and Near Eastern Programs, visited Jerusalem the week of October 6, where she attended a conference on refugee matters, and then traveled to Vienna, Frankfurt and Geneva, to consult with posts and voluntary agencies on the processing of refugees in Europe. Hank Cushing, office director for Asian programs, was consulting in Bangkok on refugee program operations. He was to visit other refugee posts in southeast Asia.

LACY WRIGHT JR., director of the Interagency Working Group on Kampuchea, traveled to Bangkok, Rome, Geneva and London, for consultation with U.S. and foreign officials, August 22–September 13. FSR CURTIS ANDERSON of AID has joined the working group as a program officer. Ambassador FRANK LOY, assistant secretary for refugee programs, and DAVID SCIACCHITANO, deputy director of the working group, traveled to New York, September 3, to attend the UN conference on Khmer relief. ■

REFUGEE AFFAIRS—*Gary Seyster*, right, with Ambassador *Victor H. Palmieri*, left, and Ambassador *Frank Loy*, after receiving meritorious honor and cash awards for his work as executive officer of the Kampuchean Working Group. (*Photo by Donna Gigliotti*) □

—*(Continued from inside front cover)*

FROM THE EDITOR

Dear "Fed-Up":

Thank you for your inquiry about expletives. Be advised, however, that, as a matter of policy, we do not publish unsigned letters. ☐

'Interesting article'

Athens

Dear Sir:

Joyce Smith's interesting article (August–September) clarifies what most everyone already knew, i.e. "since it was only during an assignment in Personnel that one might have the opportunity to get a choice post," as so aptly put by Ms. Smith's colleague.

". . . Maneuvering by underground methods to set things up . . ." is slightly more difficult when you are in the field, say in Bombay. The article should be particularly comforting to those who wait for months for replies from the assignments office about their next assignments.

For your info, I did not "grease" my way to Athens. (Attn: ebp. of "Transfer Tremors.")

Irene M. Bauer
Personnel officer ☐

Bet on Blachly?—I

Alexandria, Va.

Dear Sir:

Another unresearched Blachly item, this one in the September quiz on presidential middle names:

After 142 years, the error of stating that General Grant's middle initial "S" represents "Simpson" is further compounded. Grant's grandson, Maj. Gen. Ulysses S. Grant III, cites the reason for the century-plus-old mistake on Page 21 of his book, "Ulysses S. Grant: Warrior and Statesman," published by William Morrow & Co., Inc. Note enclosed copy. [Editor's note: The book excerpt says that, though Grant attended West Point with "Simpson" for a middle name, the fact is that this was an error and the "S." really stood for nothing.]

Sincerely,
Reuben M. Monson☐

Bet on Blachly?—II

Brussels

Dear Sir:

Fred Blachly's quiz on Page 26 of the August–September issue says: "Only one President was known by his middle name: Woodrow Wilson, first name Thomas." Without being sure and without consulting references, I believe that President Cleveland's full name was Stephen Grover Cleveland.

Sincerely,
Laurence J. Legere
Defense adviser
U.S. Mission to NATO ■

TALENT WANTED

Hey, we need you!

The Newsletter has immediate openings for:

Guest cartoonists—
To try their hand at drawing an editorial cartoon or a humorous cartoon . . .

Poets—
To capture the milieu of our posts around the world; to bathe us in the imagery of life in the Foreign Service — which includes, or course, the bureaucracy in Washington . . .

Photographers—
To help us depict graphically what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—
Of serious essays, light essays, articles about Department operations, stories on he people at State . . .

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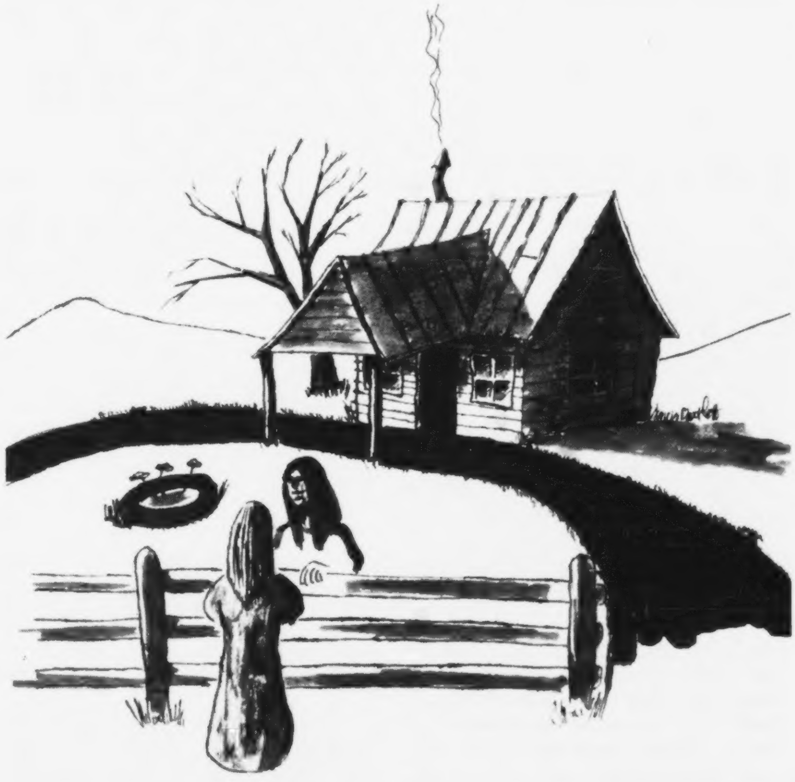


"Oh, yes, it's representational housing. 'Course it gets a mite sticky with seated dinners for more than 30 or so, but we make do."☐

OBITUARIES

Harry H. Pollak, 59, special assistant to the Secretary on labor affairs and director of AID's Office of Labor Affairs, died September 27, after a heart attack, at George Washington University Hospital. Mr. Pollak, recently the American delegate to an International Labor Organization conference in Geneva, had served as deputy coordinator of international labor affairs from 1977 until March 1980. Prior to joining the Foreign Service in 1962, he was associate director of international affairs for the Congress of Industrial Organizations. After that organization merged with the American Federation of Labor to form the AFL-CIO, Mr. Pollak was associate inter-American representative, 1956-58, and Asian representative, 1958-62. In 1961, he was appointed labor adviser to the Peace Corps.

Mr. Pollak

Serving first with USIA and then State, Mr. Pollak was labor information officer in Tokyo, 1962-65; labor editor for the Voice of America, 1965-66; labor-political officer in Brussels for the U.S. mission to the European Community, 1967-73; and labor-political officer in London, 1973-77. He was a labor member of the Trade Union Advisory Committee in the Foreign Operations Administration and the Department of Labor, and had served as a Foreign Service selection board public member.

Born in New Jersey, Mr. Pollak graduated from Rutgers University, where he was a Phi Beta Kappa. He earned his master's at the University of Chicago in 1951. During the war, he was a gunner in the Army Air Corps and was a prisoner of war for six months after being shot down over Hamburg, Germany. His honors included the Distinguished Flying Cross and Air Medal with three oak clusters. Mr. Pollak leaves his wife, 900F-24th St. N.W., a daughter, a son, two sisters and one brother. ☐

Ambassador (Ret.) Clinton E. Knox, 72, former ambassador to Haiti, who was held hostage by Haitian terrorists in 1973, died of cardiac arrest at his home in Silver Spring, Md., on October 16.

Appointed to Haiti in 1969, Mr. Knox was held captive for 18 hours, along with consul Ward Christenson. They were released unharmed when the Haitian government agreed to provide the terrorists with $70,000 ransom and safe passage to Mexico with 12 political prisoners.

Mr. Knox

Mr. Knox, who also served as ambassador to Dahomey, 1964-69, began his career in 1945 as a research analyst. He was chief of research divisions for northern and western Europe. Transferred to Paris in 1957, he served at the NATO Defense College until 1958, when he was assigned to the Office of European Regional Organizations. Mr. Knox also served as counselor in Tegucigalpa. He received a Superior Honor Award in 1966. He retired in 1973.

A native of Massachusetts, Mr. Knox graduated from Williams College and earned a master's at Brown University and a Ph.D. at Harvard in 1940. He served in the Army, 1943-45. He leaves his wife, one daughter, one son, a sister and a brother. The family suggests contributions to the DACOR Scholarship Fund, 1818 H St. N.W., Washington, D.C. ☐

Anne M. McHugh, 62, a Foreign Service personnel officer who served in Bangkok from 1974 until her retirement in 1979, died at her home after a long illness on October 7.

A native of Ohio, she was a graduate of the University of Cincinnati. During the War, she served in France as an Army staff officer. Joining the Foreign Service in 1954, she served as a secretary in Palermo, Geneva and Saigon. She was an administrative assistant in Trieste, Yaounde, Zurich and Oporto, and served as personnel officer in Port-au-Prince, 1963-66.

Ms. McHugh leaves her mother, Adele McHugh, who accompanied her to several posts, one brother and four sisters. The family suggests contributions to St. Rita's School for the Deaf, 1720 Glendale-Milford Rd., Cincinnati, O. 45214. ☐

Edward V. Jones, 71, restoration architect and interior design expert for the Department's eighth floor Diplomatic Reception Rooms, and also for the White House, died of heart failure at his home in Albany, Ga., on October 1. Beginning restoration of the Department's reception rooms in 1965, he redesigned the Gallery in 1969, the John Quincy Adams State Drawing Room in 1972, the Thomas Jefferson State Reception Room in 1974 and the elevator lobby and entrance hall in 1979. He was awarded the Department's Certificate of Appreciation for public service, the highest honor given to non-Department employees.

Mr. Jones

A member of the Committee for the Preservation of the White House since 1970, Mr. Jones worked on the restoration of many rooms there, including the China and Vermeil Rooms, the Library, the Red, Green, Blue, and Yellow Oval Rooms, and the Oval Office. He was a consultant for the American Wing of the Metropolitan Museum of Art and was involved in many other projects, including restoring and furnishing the governor's mansions in Mississippi and Georgia, and the Old Merchants House in New York.

Born in Albany, Ga., he received his architecture degree from Northwestern University. He practiced in Atlanta for several years, then served he Navy during the war. Survivors lude his wife, a daughter and four ndchildren. The family suggests tributions to the Diplomatic Retion Rooms. ☐

Frank R. Burget, 61, a Foreign vice officer assigned to the Office Foreign Buildings from 1972 until retirement in 1979, died on Sepiber 13. Joining the Foreign Serv- in 1969, he served as administra- e officer in Monterrey, and was ailed to the Office of Emergency paredness in 1971.

Born in Oklahoma, Mr. Burget duated from Centenary College of uisiana, and earned a master's at orge Washington University. He ved in the Army, 1941-68. Surors include his wife and a brother, 20 Belford Avenue, Oklahoma y, Okla., 73116. ☐

Mary Reiland, 77, a program cer in the Bureau of Educational Cultural Affairs from 1957 until retirement in 1972, died at her home in Bluefield, W. Va., following a stroke, on July 14. A master sergeant in the Air Force during the war, she was the only woman member of the State Department's American ion post.

Ms. Reiland

Ms. Reiland was also a member the Potomac Business and Profesnal Women's Club and the District Columbia Federation of Business Professional Womens Clubs, Inc. leaves a sister, Clara A. Turcotte, Cannery, #723, Crown-in-Shield eet, Peabody, Mass.

Contributions are suggested to National Heart Fund, or the Nanal Foundation of Business and fessional Women, 2012 Mashusetts Ave. N.W., Washington, :. ☐

Ida M. Wright, 61, a Foreign vice employee who retired in 3, died on June 21. Joining the vice in 1950, she served as a clerk in Athens, New Delhi and Vienna. She was a communications supervisor in Saigon, Rio and Tokyo. Returning to the Department, she became a mail and file supervisor in 1971. Ms. Wright was born in Washington state and earned a bachelor's in 1941 from East Washington College. Survivors include her sister, F. Helen Black, of East 1205 Lyon, Apt. 2, Spokane, Wash. 99208.☐

Philip A. Mangano, 70, who served as chief of the Office of Research and Analysis for Northern and Eastern Africa, 1961-63, died September 30 at Sibley Memorial Hospital after a stroke. He had been consular officer and first secretary in Tunis, and served as consular officer in Haifa, 1957-61. Before converting to the Foreign Service in 1949, he worked in the Department as a research analyst and assistant on international organization affairs.

Born in New York, Mr. Mangano graduated from Yale and earned a master's degree at Rochester. A Navy lieutenant during the war, he completed a law degree at George Washington University in 1967, then taught international relations at the U.S. Naval Academy, until 1978. Besides two daughters, Kathryn Harris, 3018 North 81st Street, Scottsdale, Ariz. 85251, and Marilyn Carroll, he leaves a brother and four grandchildren, all of Scottsdale. ☐

Charles Nelson Spinks, 74, a retired Foreign Service intelligence and research specialist who served mostly in the Far East, died on September 14. He was the director of research and analysis for the office of the supreme allied commander in Japan from 1946 until 1948, when he joined the Foreign Service. Assigned to Tokyo, he became counselor, later serving as counselor in Djakarta and Canberra. Washington assignments included one-year appointments as director of the Offices of Intelligence and Research for Asia, then the Far East. Before retiring in 1966, he was detailed to USIA in Bangkok, where he had served during the '50s.

Born in California, Mr. Spinks received his bachelor's, master's and Ph.D. from Stanford. He was a lieutenant commander in the Navy, 1942-46. Survivors include his wife, of Regency West, Apt. 553, 5575 Guld Blvd., St. Petersburg Beach, Fla. 33706. ☐

Peter Joseph Reichard, 35, son of the late Hugh C. Reichard, who was a Foreign Service officer from 1950 until 1974, drowned while swimming in the Indian Ocean, off the coast of Sri Lanka, September 30. Mr. Reichard, who had lived abroad with his family in Venezuela, Argentina and the Netherlands, was a senior associate with Coudert Brothers, international law firm in New York.

A graduate of Dartmouth, he earned a master's at Oxford in England, and completed a law degree at Yale in 1971. He was the author of "The Price of Progress in Brazil," an analysis of Brazil's economic growth, which he wrote after working in Rio de Janero as a grant office for the Ford Foundation, 1971-73. Mr. Reichard had also worked as an associate of Milbank, Tweed, Hadley & McCloy, another law firm in New York. Survivors include his mother, one brother and one sister. The family suggests contributions to a memorial fund being established in his name at Dartmouth College, Gift Recording, Blunt Alumni Center, Hanover, N.H. 03755. ☐

Lucile S. Wolfe, wife of Foreign Service officer Glenn G. Wolfe, who retired in 1964, died at Sibley Memorial Hospital on September 28. Mrs. Wolfe was active in the Association of American Foreign Service Women. She accompanied her husband on assignments in Brazil, Germany, France and South Africa. In addition to her husband, of 3003 Van Ness St. N.W., Apt. W-801, Washington 20008, she leaves a daughter, three granddaughters and one greatgrandson. ■

You can be sure your dollars are well-spent when you give to the Combined Federal Campaign, which helps support 212 service organizations of the United Way, the national health agencies, and international, national and local non-affiliated agencies.☐

LIBRARY BOOKLIST

Ethnic minorities in the world: Part II

Part I, which appeared in the September 1980 NEWSLETTER, focused on ethnic groups in East Europe and the USSR, the Middle East, Africa, Asia, and Latin America and the Caribbean. State Department Library call numbers are given.

General

ASHWORTH, Georgina, ed. *World Minorities, vols. 1 and 2.* Sunbury: Quartermaine House, 1977, 1978. JC311.W65 Ref.

ENLOE, Cynthia. *Ethnic soldiers: state security in divided societies.* Athens, GA: Univ. of Georgia Press, 1980. 276p. UB416.E54

ESMAN, Milton J., ed. *Ethnic conflict in the Western World.* Conference on Ethnic Pluralism and Conflict in Contemporary Western Europe and Canada, Ithaca, N.Y., 1975. Ithaca, N.Y.: Cornell Univ. Press, 1977. 399p. D1056.C66 1975

HALL, Raymond L., ed. *Ethnic autonomy: comparative dynamics, the Americas, Europe, and the developing world.* New York: Pergamon, 1979. 458p. JC327.E74

HEPBURN, Anthony C., ed. *Minorities in history.* London: E. Arnold, 1978. 251p. JC311.M558

ISAAC, Harold Robert. *Power and identity: tribalism in world politics.* New York: Foreign Policy Association, 1979. 64 p. D450.H4 no. 246

RA'ANAN, Uri, ed. *Ethnic resurgence in modern democratic states.* New York: Pergamon, 1980. 230p. JC311.E814 1979

SHARPE, Laurence J., ed. *Decentralist trends in Western democracies.* Beverly Hills, Ca.: Sage, 1979, 314p. On order.

TARROW, Sidney, ed. *Territorial politics in industrial nations.* New York: Praeger, 1978. 326p. JS113.T47

SUHRKE, Astri, ed. *Ethnic conflict in international relations.* New York: Praeger, 1977. 248p. JX1395.E83

Canada

BASHAM, Richard D. *Crisis in blanc and white: urbanization and ethnic identity in French Canada.* Boston: G. K. Hall, 1978. 287p. On order.

BROADFOOT, Barry. *Years of sorrow, years of shame: the story of the Japanese Canadians in World War II.* Garden City, N.Y.: Doubleday, 1977. 370p. D768.15.B76

BUTLER, Rick. *Quebec: the people speak.* New York: Doubleday, 1978. 335p. (Interviews with Quebecois.) HN110.Q4.B87

CARDINAL, Harold. *The rebirth of Canada's Indians.* Edmonton: Hurtig, 1977. 222p. On order.

FELDMAN, Elliot J., ed. *The future of North America: Canada, the United States, and Quebec nationalism.* Cambridge, Mass.: Center for International Affairs, Harvard Univ., 1979. 378p. F1027.F95

WALLER, Harold M., ed. *The politics and organization of Canadian Jewry.* New Brunswick, N.J.: Transaction Books, 1980. 411p. On order.

Western Europe

ALLARDT, Erik. *Implications of the ethnic revival in modern industrial society: A comparative study of the linguistic minorities in western Europe.* Helsinki: Societas Scientiarum Femnica, 1979. 81p. On order.

ANWAR, Muhammad. *The myth of return: Pakistanis in Britain.* London: Heinemann, 1979. 278p. DA125.P3A5

ATH-MESSAOUD, Malek. *L'immigration algerienne en France.* Paris: Editions Entente, 1976. 127p. DC34.5.A4A83

BEW, Paul. *The state in Northern Ireland, 1921–72: political forces and social classes.* New York: St. Martin's Press, 1980. 231p. On order.

BILLIGMEIER, Robert H. *A crisis in Swiss pluralism: the Romansh and their relations with the German- and Italian-Swiss in the perspective of millennium.* The Hague: Mouton, 1979. 450p. On order.

CLARK, Robert P. *The Basques: the Franco years and beyond.* Reno, Nevada: Univ. of Nevada Press, 1979. 434p. On order.

ENGELBREKTSSON, Ulla-Britt. *The force of tradition: Turkish migrants at home and abroad.* Goteborg: Acta Universitatis Gothoburgensis, 1978. 309p. HD8578.5.T8E54 (Turks in Sweden.)

Ethnicity and the media: an analysis of media reporting in the United Kingdom, Canada, and Ireland. Paris: UNESCO, 1977. 376p. P96.M5E8

FONTEYN, Guido. *Les Wallons.* Brussels: Ed. Oyez, 1979. 166p. On order.

FOSTER, Charles R., ed. *Nations without a state: ethnic minorities in Western Europe.* New York: Praeger, 1980. On order.

GILMORE, David D. *The people of the plain: class and community in lower Andalusia.* New York: Columbia Univ. Press, 1980. 247p. On order.

HARRIS, Andre. *Juifs et Francais.* Paris: Grasset, 1979. 342p. On order.

HELIAS, Pierre J. *The horse of pride: life in a Breton village.* New Haven, Conn.: Yale Univ. Press, 1978. 351p. On order.

HELWEG, Arthur Wesley. *Sikhs in England: the development of a migrant community.* New York: Oxford Univ. Press, 1979. 175p. DA125.S57H45

HOLMES, Colin. *Immigrants and minorities in British society.* London: Allen & Unwin, 1978. 208p. JV7620.I55

KRAMER, Jane. *Unsettling Europe.* New York, Random House, 1980. 217p. (Case studies of minority families, including French-Algerian refugees in France, Ugandan refugees in London, and Yugoslavs in Sweden.) On order.

MEDHURST, Kenneth. *The Basques and Catalans.* London: Minority Rights Group, 1977. 20p. DP302.B53M37

MICHAELIS, Meir. *Mussolini and the Jews: German-Italian relations and the Jewish question in Italy, 1922–1945.* New York: Oxford Univ. Press, 1978. 472p. On order.

MILES, Robert., ed. *Racism and political action in Britain.* Boston: Routledge and Paul, 1979. 246p. DA120.R32

PETRELLA, Riccardo. *La Renaissance des cultures regionales en Europe.* Paris: Editions Entente, 1978. 317p. On order.

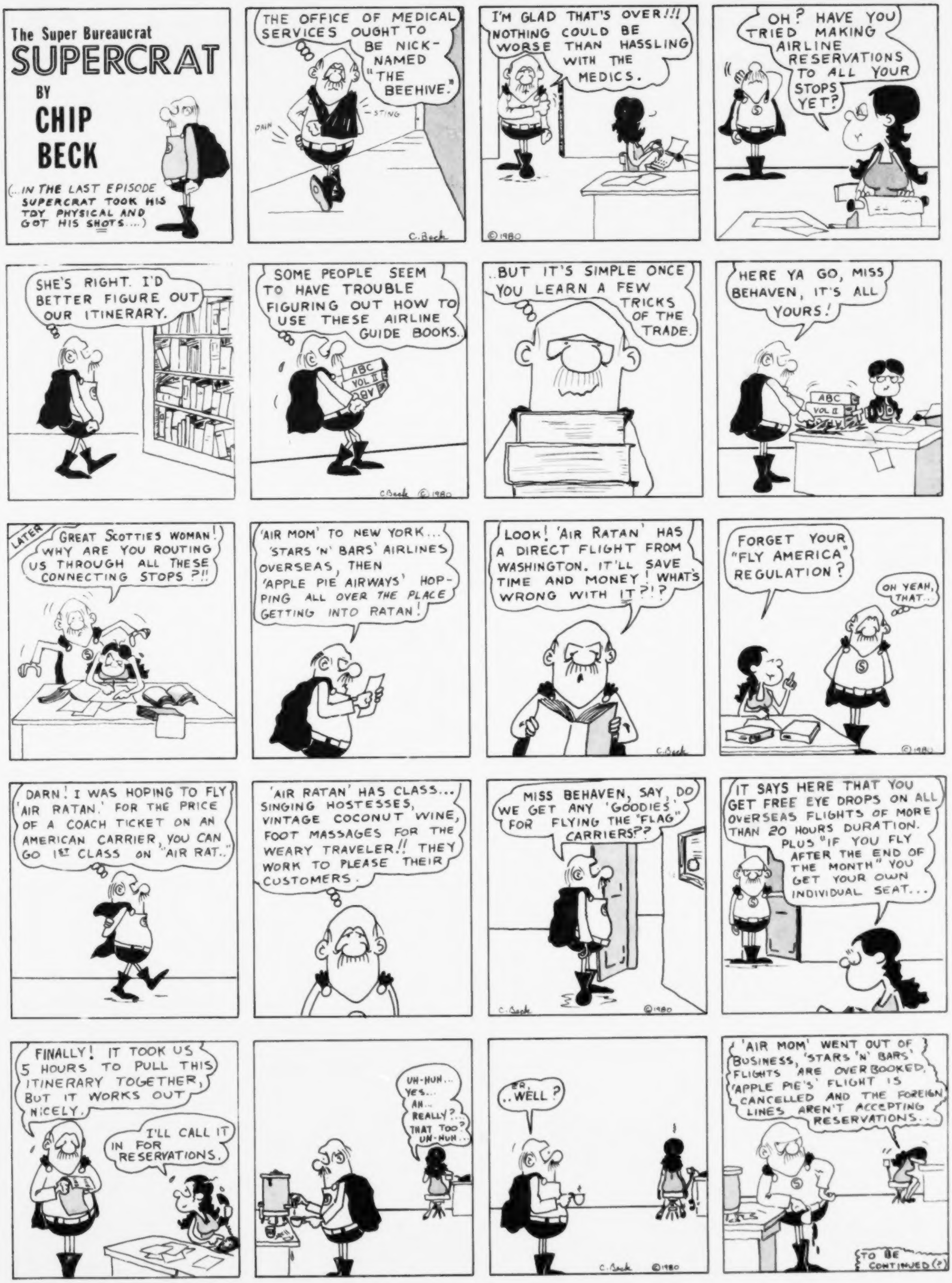
POPPEL, Stephen M. *Zionism in Germany, 1897–1933: the shaping of a Jewish identity.* Philadelphia: Jewish Publication Society of America, 1977. 234p. DS149.P72

RIST, Ray C. *Guestworkers in Germany: the prospects for pluralism.* New York: Praeger, 1978. 263p. HD8458.A2R58

SALIH, Halil Ibrahim. *Cyprus: the impact of diverse nationalism on a state.* University, Al.: Univ. of Alabama Press, 1978. 224p. DS54.5S24

SPENCE, Keith. *Brittany and the Bretons.* London: Gollancz, 1978. 356p. DC611.B848S74

VOLKAN, Vamik D. *Cyrpus–war and adaptation: a psycho-analytic history of two ethnic groups in conflict.* Charlottesville, Va.: Univ. of Virginia Press, 1979. 166p. On order. ■


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
(...IN THE LAST EPISODE SUPERCRAT TOOK HIS TDY PHYSICAL AND GOT HIS SHOTS....)
THE OFFICE OF MEDICAL SERVICES OUGHT TO BE NICK-NAMED "THE BEEHIVE."
PAIN
STING
C. Beck
I'M GLAD THAT'S OVER!!! NOTHING COULD BE WORSE THAN HASSLING WITH THE MEDICS.
©1980
OH? HAVE YOU TRIED MAKING AIRLINE RESERVATIONS TO ALL YOUR STOPS YET?
SHE'S RIGHT. I'D BETTER FIGURE OUT OUR ITINERARY.
SOME PEOPLE SEEM TO HAVE TROUBLE FIGURING OUT HOW TO USE THESE AIRLINE GUIDE BOOKS.
ABC
VOL II
C.Beck ©1980
..BUT IT'S SIMPLE ONCE YOU LEARN A FEW TRICKS OF THE TRADE.
HERE YA GO, MISS BEHAVEN, IT'S ALL YOURS!
ABC
VOL II
LATER
GREAT SCOTTIES WOMAN! WHY ARE YOU ROUTING US THROUGH ALL THESE CONNECTING STOPS?!!
'AIR MOM' TO NEW YORK... 'STARS 'N' BARS' AIRLINES OVERSEAS, THEN 'APPLE PIE AIRWAYS' HOPPING ALL OVER THE PLACE GETTING INTO RATAN!
LOOK! 'AIR RATAN' HAS A DIRECT FLIGHT FROM WASHINGTON. IT'LL SAVE TIME AND MONEY! WHAT'S WRONG WITH IT?!?
C.Beck
FORGET YOUR "FLY AMERICA" REGULATION?
OH YEAH, THAT..
©1980
DARN! I WAS HOPING TO FLY 'AIR RATAN.' FOR THE PRICE OF A COACH TICKET ON AN AMERICAN CARRIER, YOU CAN GO 1ST CLASS ON "AIR RAT.."
'AIR RATAN' HAS CLASS... SINGING HOSTESSES, VINTAGE COCONUT WINE, FOOT MASSAGES FOR THE WEARY TRAVELER!! THEY WORK TO PLEASE THEIR CUSTOMERS.
MISS BEHAVEN, SAY, DO WE GET ANY 'GOODIES' FOR FLYING THE "FLAG" CARRIERS??
C. Beck
©1980
IT SAYS HERE THAT YOU GET FREE EYE DROPS ON ALL OVERSEAS FLIGHTS OF MORE THAN 20 HOURS DURATION. PLUS "IF YOU FLY AFTER THE END OF THE MONTH" YOU GET YOUR OWN INDIVIDUAL SEAT...
FINALLY! IT TOOK US 5 HOURS TO PULL THIS ITINERARY TOGETHER, BUT IT WORKS OUT NICELY.
I'LL CALL IT IN FOR RESERVATIONS.
UH-HUN... YES... AH... REALLY?... THAT TOO?.. UH-HUH...
ER.. ..WELL?
C. Beck ©1980
'AIR MOM' WENT OUT OF BUSINESS, 'STARS 'N' BARS' FLIGHTS ARE OVERBOOKED, 'APPLE PIE'S' FLIGHT IS CANCELLED AND THE FOREIGN LINES AREN'T ACCEPTING RESERVATIONS...
TO BE CONTINUED(?)

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NEWSLETTER

DECEMBER 1980 • NO. 229

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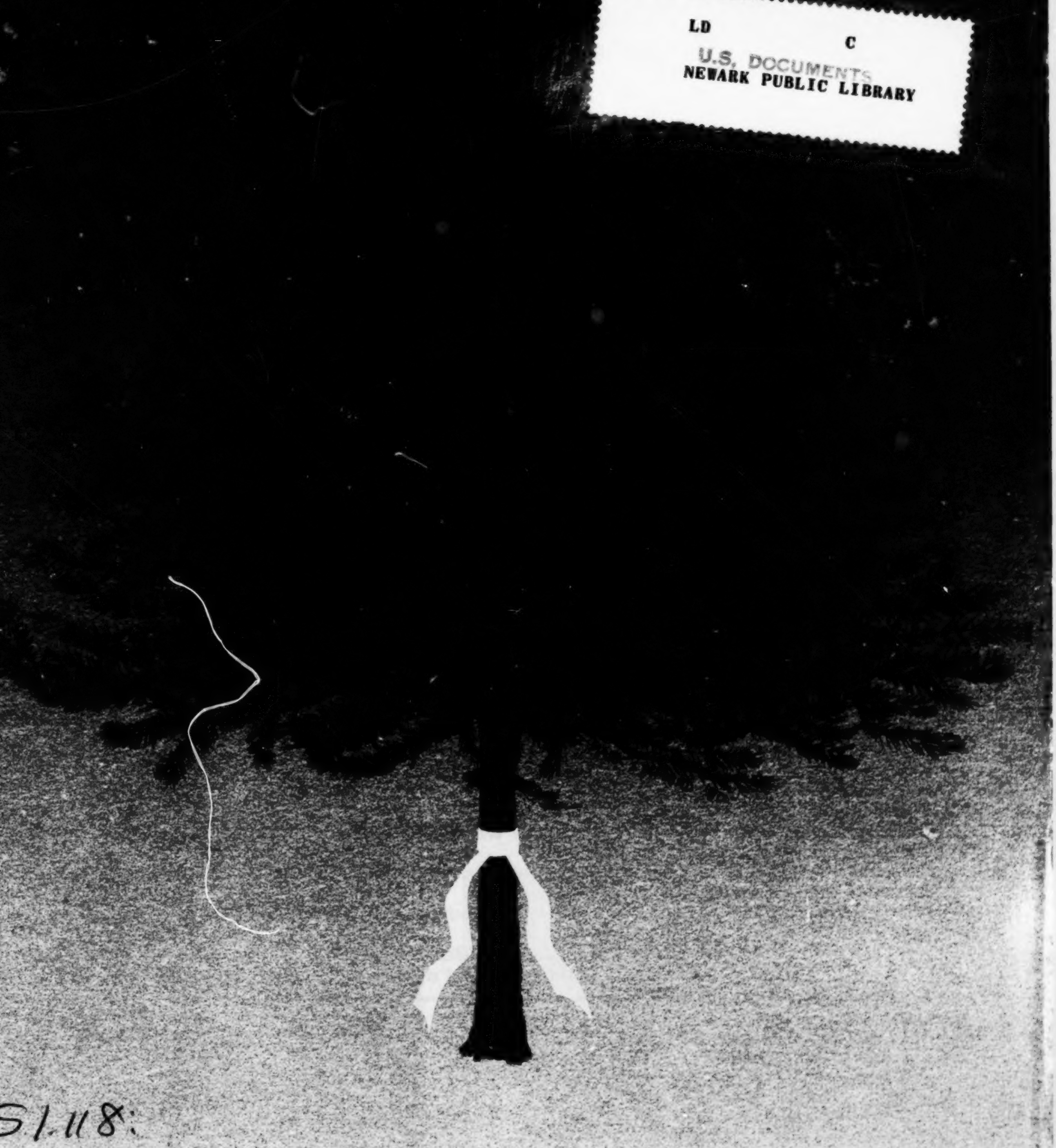


S1.118:

LETTERS TO THE EDITOR

'Sick to death'

PARIS

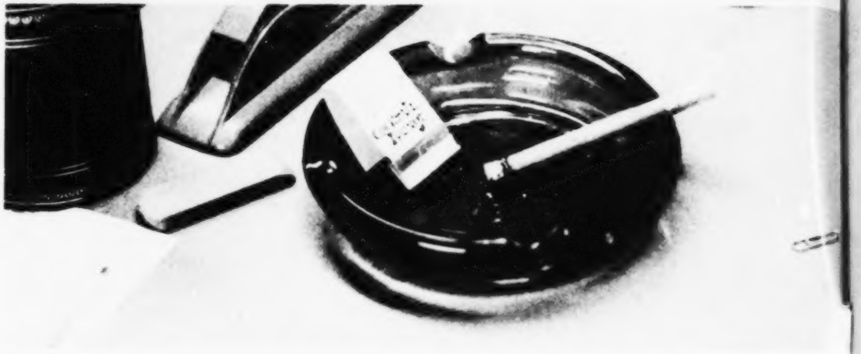
DEAR SIR:

In her letter to the editor (October), Rebecca Symmes sure passed judgment on cigar smokers. We all know what an obnoxious lot those types can be, and she must have run into the crown prince! I wonder, though, if I'm alone in being just about sick to death of this crusade of hers (and other nonsmokers)? I, too, am a nonsmoker, but I try not to let it become my life's work.

I'd like to suggest to Ms. Symmes and her like-minded friends that they knock it off and get on with the job that they're paid to do. They made their point a long time ago, and there are some out here that sympathize with their plight. They should take note, however, because there are a whole raft more who are up to here with their harping and complaining.

They should bear in mind that, just like the seasick fisherman and the farmer who can't stand the barnyard stink, they're free to find a job in a more agreeable environment. Noise, rather than smoking, drives me up the wall, and the Occupational Safety and Health Administration says that my work environment ranks right up there with factories and airports. It sure makes me uncomfortable, but I can tell you I'm proud to accept the challenge of deciding for myself whether to pay the price in discomfort and stay, or to chuck it all and go someplace less noisy. I knew when I came on board what I could expect in the way of a work environment, and they did, too. Can people like this really be considered "worldwide available"? There sure aren't many places that I can think of where they can pursue their nitpickin' ways and still do a day's work.

Sincerely,
KEITH R. CHRISTIE
Communications Center officer □



'Too picky'

WASHINGTON

DEAR SIR:

I read the letter from Ms. Symmes in your October issue. It took almost two columns of space. I question the effect on a person's health of exposure to cigar smoke, or even smoke from a smoldering cigar or pipe in an elevator, for what must be less than one minute in most instances. Is there any real detrimental effect? Is it any worse than the smell from hair spray, perfumes or even body odors? What about the canned air we breathe all day in the main State building?

What I am getting at is I believe we are just getting too picky and detailed in dealing with smoking versus nonsmoking. There are designated smoking and nonsmoking areas in the Department, but it is sometimes necessary for a smoker to take his smoke from one point to another, and that momentary exposure to a wisp of smoke is not going to be detrimental to anyone's health. Surely there must be more important subjects we could devote the valuable space to in the NEWSLETTER.

Sincerely,
DAVID E. L'HEUREUX
director,
Office of Supply,
Transportation and Procurement □

Thursday Luncheon Group

RABAT, MOROCCO

DEAR SIR:

For the second time in the NEWSLETTER, I have read about the Thursday Luncheon Group (October, Page 22), which is a "professional organization of blacks in the foreign affairs agencies."

Gee whiz, fellas! I thought we were all supposed to be working towards getting away from this sort of thing—membership based on color, creed, sex, etc. And this on the Equal Employment Opportunity page of the NEWSLETTER?

Sincerely,
MICHAEL S. ROYLE ■

TRANSFER TREMORS .... by ebp

I was almost transferred to SANTIAGO, but CHILE gives me heartburn.

I was almost transferred to MEXICO, but I didn'TIJUANA go.

I was almost transferred to LIBREVILLE, but I told the assignment officer to GAB ON and on, I still wouldn't go. □

Department of State NEWSLETTER

The NEWSLETTER is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments interest that may affect operations or personnel.

There are 11 monthly issues,including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: NEWSLETTER.

In the Department, contributions should be in writing and addressed to the NEWSLETTER, DGP/PA, Room 4515. The office telephone number is (202) 632-2019.

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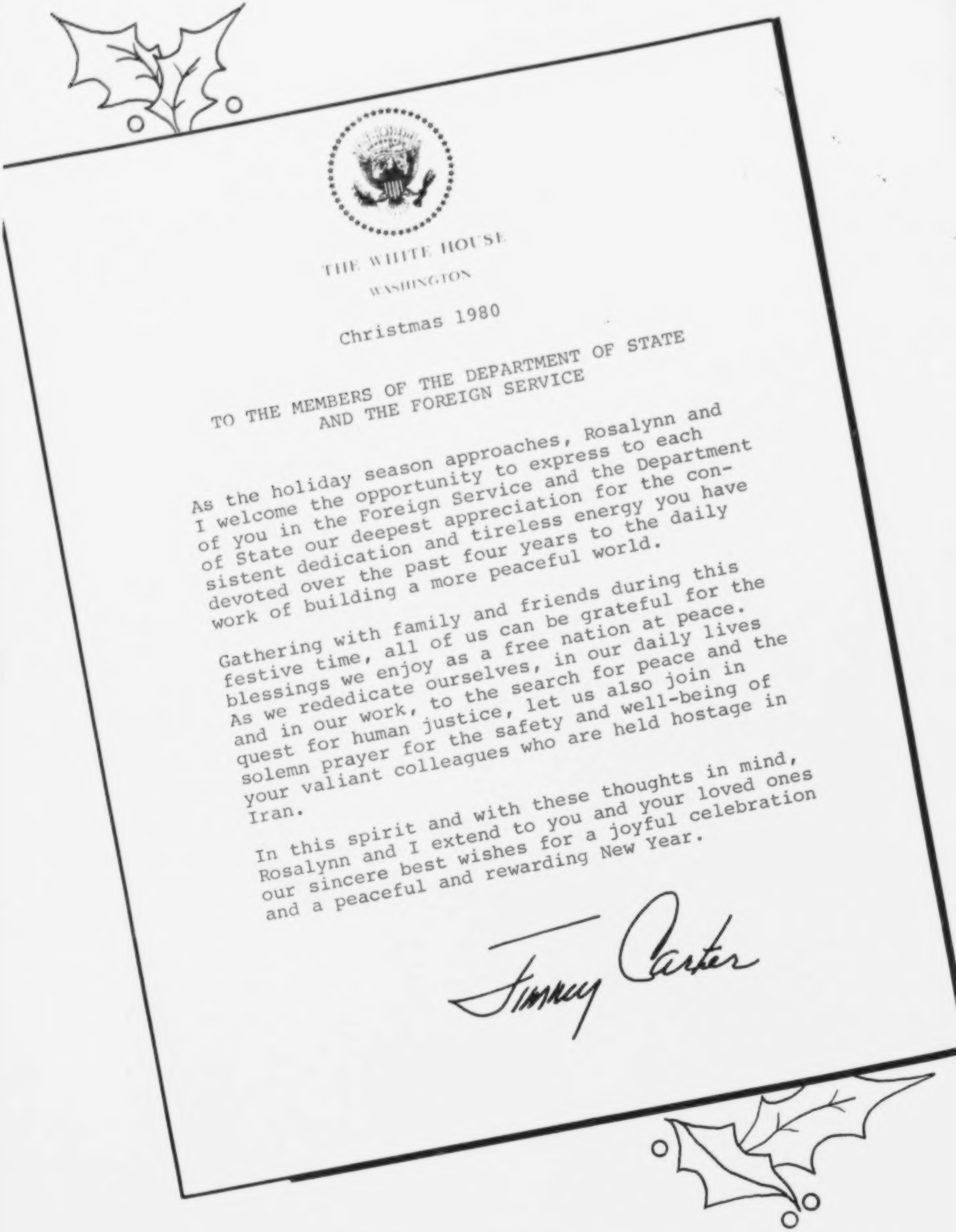
Supercrat . . . inside back cover

THE COVER— To the yuletide messages from President Carter and Secretary Muskie (please turn the page), the NEWSLETTER adds its own hearty wishes to all its readers and contributors for a joyful holiday season and a happy new year. The yellow ribbon on the tree is for the hostages in Iran. We hope for their speedy return home. □



THE WHITE HOUSE

WASHINGTON

Christmas 1980

TO THE MEMBERS OF THE DEPARTMENT OF STATE
AND THE FOREIGN SERVICE

As the holiday season approaches, Rosalynn and I welcome the opportunity to express to each of you in the Foreign Service and the Department of State our deepest appreciation for the consistent dedication and tireless energy you have devoted over the past four years to the daily work of building a more peaceful world.

Gathering with family and friends during this festive time, all of us can be grateful for the blessings we enjoy as a free nation at peace. As we rededicate ourselves, in our daily lives and in our work, to the search for peace and the quest for human justice, let us also join in solemn prayer for the safety and well-being of your valiant colleagues who are held hostage in Iran.

In this spirit and with these thoughts in mind, Rosalynn and I extend to you and your loved ones our sincere best wishes for a joyful celebration and a peaceful and rewarding New Year.

Jimmy Carter

THE SECRETARY OF STATE
WASHINGTON

Christmas 1980

TO MY COLLEAGUES IN THE DEPARTMENT AND
THE FOREIGN SERVICE

For the thousands of men and women who conduct foreign policy, this has been a taxing year. The plight of our hostages in Iran, and the anguish of their families, have constantly occupied our thoughts. New tensions and difficulties in the world have confronted us. And increasingly, our people have found it necessary to pursue our foreign policy goals with sharply limited resources.

In the face of all these difficulties and unpredictable events, one thing has been constant: your devotion to your nation's interests and to the cause of peace. That devotion -- and the courage, skill and intelligence of the State Department's people -- have deeply impressed me in my months as Secretary of State.

I welcome this opportunity, as we approach the holidays, the year's end, and the end of my service here, to express my thanks and admiration to you all. And along with Mrs. Muskie, I want to express warm wishes to you all for a happy season, a rewarding new year -- and for success in our efforts to serve our country and to foster peace on earth.

Edmund S. Muskie

FOREIGN SERVICE ACT

Director general assesses the new legislation

'It is the foundation for a revitalized Foreign Service,' he asserts

By Harry G. Barnes Jr.

The author is director of personnel for the Department of State, as well as director general of the Foreign Service. He wrote this article expressly for the NEWSLETTER.

I HAVE just returned from trips to Central America (Guatemala, Nicaragua, Panama and El Salvador), South America (Brazil), Africa (South Africa, Mozambique, Tanzania, Zambia, Kenya) and Europe (Belgium). In addition to conferring with the American staffs and their families, as well as with Foreign Service national employees, in five cities, I met with the deputy chiefs of mission/principal officers of the embassies and consulates in the area. By the time this article appears, several of my colleagues will have met with many of you at posts in other countries. If I were to sum up very briefly my own impressions of the talks I had about the new Foreign Service Act, most people were saying they really doubted that we'd get the act through, and now they wonder what it means for them.

One of the basic work requirements for a director general is optimism—optimism of the daily renewable kind. As a realistic optimist, I know what the Foreign Service Act of 1980 can and cannot do. It cannot determine presidential agendas, or set in a fixed firmament the relations among U.S. agencies. But it can, and I believe will, provide the structure of a sound personnel system that gives Presidents what they and the country deserve—a Foreign Service of the United States that is indeed the best in the world, because it demands the best of its members and delivers that best.

I want to share with all of you what I think are the most important aspects of the act, as I did with members of the Service whom I met on my trips. I see five principal points (you can find more details in the material we have already sent, including the text of the act itself).

Ambassador Barnes **explains the new charter authorized by Congress for the Foreign Service.** □

1. Reaffirmation of the need for the Foreign Service

Simply and directly, the act begins by stressing the importance to the United States of a Foreign Service characterized by excellence and professionalism throughout its ranks. Equally clearly stated is the obligation all of us in the Foreign Service have—and know we have had—to serve much of our careers overseas. It follows that those whose careers require that they work predominantly in Washington should be part of a different personnel system—the Civil Service. Hence the provisions for individuals in that category, who are now in the Foreign Service, to convert to the Civil Service. Philosophically, the act is saying that the Foreign Service has to be different from other systems, based on the obligation and expectation of substantial overseas service.

2. Consequences of the separate Foreign Service system

Because of the obligation to be available for service anywhere in the world, Congress recognized the need for a pay schedule which reflects the conditions of Foreign Service work, and which provides pay that is comparable—equal pay for equal work. I found on my trip that the adequacy of the pay schedule, even with its increased number of in-grade steps, for those in the first half of the Staff corps grades was often the subject that raised the most controversy. The act reflects the difficulties and demands of the Foreign Service career by adding provisions for incentive pay, danger pay, separate maintenance allowance not connected with an evacuation, and several other new allowances.

3. Increased stress on performance

In keeping with the emphasis on excellence, *all* members of the Service henceforth will be expected to pass through a candidate period before receiving tenure, and *all* will be subject to selection-out for relatively substandard performance. (Heretofore, for example, career ministers' performances were not even reviewed.) In particular, entry into, and retention in, the Senior Foreign Service will be more demanding than has been the case up to now at comparable levels.

4. Reflection of changes in American society

If the 1946 act spoke of the Foreign Service as needing to be "broadly" representative of the American people, the 1980 act uses no qualifiers—we are expected to be *representative* of the people of our country.

Explicit references to affirmative action and minority recruitment make the point as well. A second area of change is that of family—where the special demands on families that come with life in the Foreign Service are reflected in a new provision for functional training of adult family members in anticipation of employment abroad, and for retirement and survivor annuities for divorced spouses.

5. Professional development

If the Foreign Service is indeed to be characterized by excellence and professionalism, we have to provide for the members of the Service in all career fields what I would call a conscious development program. The act requires that we work out such programs for the Service as a whole, and report to Congress our plans and the availability of resources to carry them out. Together with the requirement that we also provide Congress with periodic reports on the regular flow of talent through the system, these provisions mark the first clear statutory requirement not just to select talented people but to develop them into still more talented individuals. I see this provision as a requirement to provide for greater career mobility within the system as well—from field to field. We are now devoting much effort to working out specific professional development strategies, including criteria for a senior threshold.

These, then, are what seem to me the most significant elements of the new act, as it has emerged after nearly two years of intensive work by a large number of persons.

During my trips, I found that, aside from some astonishment at the act's being really in place, the most common comment—or rather question—I got was: "Can you make it work?" This was often asked with skepticism. My answer was and is: Yes, though it won't be easy. First of all, the sheer volume of the act, which represents so thorough an approach, is imposing great pressure on us to get all the regulations worked out—in consultation with the American Foreign Service Association, wherever appropriate—and in place by the effective date of February 15. Secondly, the act will be implemented by a number of agencies. I am impressed by the willingness shown by my counterparts in the other agencies to carry out the spirit of the legislation, which calls for maximum compatibility in the way we apply the act. Still, each agency will have some particular concerns tied to its own mission, so continued imagination and close consultation will be required. Thirdly, the act's success will in good part depend on the success of the performance evaluation system. Whether in business or Government, thorough and fair appraisals are not done easily, much less automatically. Yet we are asking much more in this area.

Finally, can we give ourselves enough time to let the act work? One of the messages that I kept hearing when I came to this job just three years ago was: "Leave the system alone. Don't keep tinkering with it." I've tried to take that advice to heart; instead of tinkering, we've completely revamped the system. But, seriously, in the past we have tended to propose reforming ourselves every few years. Now the fundamental approach represented by the new act gives us the opportunity to reemphasize the basics of our profession.

It was designed to stand the test of time, and was supported by the adminstration and Congress with that clear intention.

I am convinced that the emphasis on excellence, professionalism, representativeness and development, which pervades the act of 1980, is the foundation for a revitalized Foreign Service—fully capable of meeting whatever challenges await us. ■

DACCA, Bangladesh—**Yellow ribbon, for U.S. hostages in Iran, is tied to tree in front of U.S. embassy. At foot of ladder is *Phyllis Gain*, secretary, economic section, who made small ribbons for all U.S. employees to wear. Behind her are Foreign Service national *N. Sarker* and regional security officer *Brad Updegrove*. National employee *Ali Ahmed* is on ladder.** ■

EWS HIGHLIGHTS

tting ready for the big birthday

a bicentennial for State

RESIDENT Carter, President-lect Reagan, House and Senate ers, and ambassadors representing than 125 foreign countries in hington will be invited to an ing reception in the Benjamin klin Room, January 9, launching ar-long observance of the 200th versary of the establishment of the artment of State — originally ed the Department of Foreign irs. The historic event will be ed by Secretary Muskie.

Also expected to attend the ption are Vice President Mondale, President-elect Bush, Chief ice Burger and other justices of the reme Court, members of the inet and Congress, and scores of ernment officials, including four ner secretaries of state, many rnors, and employees. Because of e limitations (fire regulations limit ndance to 500), invitations for loyees will be sent to all bureaus major offices. Each area will then duct a lottery or use other iitable, nondiscriminatory plans" elect the employees who will go.

The evening's program, still in the nning stage, will include remarks Mr. Carter and Mr. Muskie, and ctions by the Marine Band. The r was chosen because of the cial relationship between the partment and the Marine Corps e the earliest days of the Republic, to honor the Marine security rds who serve at U.S. embassies und the globe.

Subsequent events — primarily employees and their families — will ude a spring or summer picnic at Mall; a gala at the Kennedy ter; a series of noontime concerts ne Department courtyard (near the teria) by Army, Navy, Air Force Marine orchestras and groups, as the Strolling Strings; seminars, posia and conferences on foreign irs; special briefings on current es; historic exhibits at the Smithsonian Institution, Library of Congress, National Archives, and in State's exhibit hall, library and diplomatic lobby. Publications on various aspects of the bicentennial are being planned.

From left: *Ann Montgomery, Phyllis Young* and *Terry McNamara* visit State's exhibit hall. ☐

Secretary Muskie has written to Postmaster General William F. Bolger requesting a special commemorative stamp to mark the anniversary. State's Audio-Visual Services Division is designing a logo and a commemorative medal. The Department also is exploring the possibility of adapting commemorative medals, previously issued by the Treasury Department, honoring Robert R. Livingston, the first secretary of foreign affairs; Thomas Jefferson, the first secretary of state; or Benjamin Franklin, "father of the Foreign Service."

Also in the planning stage is the possible renaming of D Street (a new name has not yet been selected); the erection of a statue of Livingston, Jefferson or Franklin, in the courtyard near the employees' cafeteria; a "tall ship" sailing on the Potomac; special employee awards and scholarships marking the bicentennial; and an augmented schedule of tours to the diplomatic reception rooms on the eighth floor, and other areas of the Department.

Under Secretary Ben H. Read has asked the Bureau of Public Affairs to prepare the schedule. Terry McNamara, deputy assistant secretary for public affairs, is the bicentennial coordinator. Phyllis Young, editor of the Department of State Bulletin, has been named executive secretary, and Ann Montgomery, a Foreign Service officer, is deputy executive secretary. Assisting them are the heads of employee organizations, including the American Foreign Service Association, American Federation of Government Employees, Women's Action Organization, U.S. Diplomatic Courier Association, and other groups. Also helping with plans are the

Association of American Foreign Service Women, Diplomatic and Consular Officers, Retired (DACOR), the Secretary's Open Forum, and representatives of other foreign affairs agencies.

"We are open for suggestions," Mr. McNamara told the NEWSLETTER. "We are seeking as much employee participation as possible. Everyone is invited to send us ideas on how we can celebrate this historic anniversary. Many organizations have already made plans, and all the overseas posts are expecting to hold receptions, seminars, exhibits and other events throughout the year."

The Secretary's Open Forum, for example, is scheduling a symposium on U.S. foreign policy issues in the next 20 years, in conjunction with the recently-published "Global 2000" report. The Bureau of Public Affairs will sponsor a series of special conferences for teachers and librarians, distribute thousands of pamphlets on the history of the Department, and prepare other materials for high schools, colleges and universities, and professional associations. David F. Trask, head of the Office of the Historian, is preparing a history of the Department; it will appear as a two-part series in the January and February issues of the Bulletin. A shortened version of the pamphlet will be distributed without charge to tourists and others who visit the Department. Mr. Trask also is writing a special article on State's bicentennial for the January NEWSLETTER. Another pamphlet, "The Department of State Today," describing the functions and organization of the Department, is in preparation. Two pamphlets, "Homes of the Department of State," based on articles originally published in the NEWSLETTER, and "The Great Seal of the United States," will also be distributed widely.

The year's observance will include special events on the annual Foreign Service Day, to be held in the Department in May. The Department and the Association of American Foreign Service Women plan to sponsor a conference for foreign-born spouses of Foreign Service employees. The American Foreign Service Association is publishing a special issue of the Foreign Service Journal. The Department's Family Liaison Office is inviting families to participate in the anniversary events, at home and abroad. Moderators at every conference in the Department, and at every State-cosponsored meeting around the nation, will be asked to discuss the significance of the bicentennial, the role of the Department, and review how foreign policy is made.

"One of our major projects is construction of a small theater in the exhibit hall, where employees and the general public may view a continuous slide show or film on the importance of decision-making," Mr. McNamara said. "The 10-to-20 minute film will show that negotiation must be mutually beneficial; advantageous to both parties — give and take. No one gets everything he or she wants; each party wins something and loses something." The theater is being built by Audio-Visual Services.

The Department plans to show a four-part film series on American diplomatic history in the Dean Acheson Auditorium. Other tentatively scheduled events include a pictorial montage in the exhibit hall; a display of handwritten documents relating to the Department of Foreign Affairs and the subsequent Department of State; and the establishment of a system whereby visitors and employees may purchase commemorative items such as stamps, medals and other souvenirs with the State Department seal and the 1781-1981 dates. It is expected that proceeds from sales will go for scholarships.

Congress, by a resolution on January 10, 1781, provided that "an office be forthwith established for the department of foreign affairs, to be kept always in the place where Congress shall reside;" that "there shall be a secretary for the despatch of the said office, to be styled 'Secretary of Foreign Affairs;' and that the Secretary "be authorized to employ one, or, if necessary, more clerks to assist him in the business of his office." Congress elected Robert R. Livingston, a delegate from New York and a former member of the Committee on Foreign Affairs, as the first Secretary of Foreign Affairs. His staff included two under secretaries, a translator of French, and a clerk. Following Livingston's resignation on June 4, 1783, the president of Congress acted as secretary of foreign affairs ad interim. Congress elected John Jay on May 7, 1784, to fill Livingston's post. He served until Thomas Jefferson became the first secretary of state, on March 22, 1790. A few months earlier, on September 15, 1789, Congress passed an act changing the name of the Department of Foreign Affairs to the Department of State, and added several domestic functions. Most of these latter duties, such as recording the census, issuing patents, corresponding with the states and maintaining the National Archieves, have been transferred to other agencies.

Individuals or organizations who wish to volunteer to help with bicentennial events, or who have suggestions or comments for related observances in Washington or overseas, may contact Mr. McNamara, Bureau of Public Affairs, Room 6800, ext. 23790; Miss Young, ext. 20713; or Miss Montgomery, ext. 28735.

—BARNETT B. LESTER ☐

Saunders, Atherton get highest award for career officers

Ambassador to Egypt Alfred L. Atherton Jr. and Assistant Secretary Harold H. Saunders received the President's Award for Distinguished Federal Civilian Service—the Government's highest honor for career employees—at a ceremony in the Department on November 18. Secretary Muskie, who presented the gold medals and citations on behalf of Mr. Carter, lauded the two officials for their "exceptional role" in providing the President and Secretary with the "primary professional, diplomatic and organizational support" leading to the Camp David agreements of September 1978.

Attending the ceremony were Ambassador (Ret.) Ellsworth Bunker, who won the President's Award in 1977; Ambassador to Israel Samuel W. Lewis; Department officials and members of the Camp David team. Mr. Muskie noted that the President's award is given in recognition of

Secretary Muskie presents award to *Harold H. Saunders*, left, and *Alfred L. Atherton Jr.* *(Photo by David M. Humphrey, Visual Services)* ☐

ceptional achievements that are of
ısual benefit to the nation." Only
were made by the White House for
'8—with State winning two of
m.

The President praised Mr.
nerton as "the principal negotiator"
he Middle East peace talks, and for
dertaking "complex and arduous
ssions following the Camp David
nmit." "Through his efforts, the
ation added, "confidence in our
jectivity and commitment to peace
s enhanced and differences between
e principals were significantly
rrowed, representing a major con-
bution to negotiation of a peaceful
tlement between Egypt and Israel."

Mr. Carter lauded Mr. Saunders,
sistant secretary for Near Eastern
d South Asian affairs, for his
xtensive knowledge and creative
proaches." The President noted that
r. Saunders "successfully managed a
dely divergent group of support
personnel," and provided "essential elements" upon which the framework agreements at the Camp David summit were based.

Mr. Atherton, a Foreign Service officer since 1947, served as assistant secretary for Near Eastern and South Asian affairs, 1974-78. He became ambassador-at-large for Middle East peace negotiations in April 1978, and was named U.S. envoy to Egypt in May 1979. From 1967 to 1970 he was country director for Israel/Arab-Israeli affairs, and from 1970 to 1974 he was deputy assistant secretary for Near Eastern and South Asian affairs.

Mr. Saunders, who has headed the Near East bureau since April 1978, formerly served as director of the Bureau of Intelligence and Research. Before that appointment in December 1975, he was deputy assistant secretary for Near Eastern and South Asian affairs, where his special area of responsibility included the states of North Africa, the Arab states north of the Arabian Peninsula, and Israel. He came to the Department from the National Security Council staff in the White House. He accompanied former Secretaries Kissinger and Vance on all their Middle East trips, and participated in Arab-Israeli negotiations, 1973-75. ☐

American U. offers award

Nominations for the Roger W. Jones Executive Leadership Award will be accepted until January 12 by American University. The award is given annually at the spring honors convocation to two federal career executives who have demonstrated superior leadership. Nominations should be submitted to the College of Public and International Affairs, Ward Circle Building, Washington, D.C. 20016. For information, contact Codelle L. Rosenberg, (202) 686-3850. ☐

Reunion for internees of World War II

A reunion of internees held by the Nazis in Bad Nauheim, Germany, for five months during World War II will be held at the State Department on February 20. Ambassador George F. Kennan will be honorary chairman of the reception and dinner.

The internees—husbands, wives and children—were rounded up by Gestapo agents one night shortly after the attack on Pearl Harbor. Most of the group of some 130 persons were members of Foreign Service families. About a score were foreign correspondents. Others were military, naval, and U.S. Public Health Service personnel. There were two clergymen. Chargé (later Ambassador) Leland Morris was the senior Foreign Service officer present, and Mr. Kennan was second. Many of the group will not have seen each other for 40 years. Little Dickie Smyser, who built a snow fort in the internment hotel yard, is probably the only active officer of the group. He is no longer Dickie, but Richard Smyser, FSO.

Those who were in the group, or otherwise associated with it, should make contact with Frank Matthews, director of the NEWSLETTER Office, (202) 632-1648. On the organizing committee are Glen Stadler, 28376 Zarza, Mission Viejo, Calif. 92692; Rear Admiral (Ret.) Onnie P. Lattu, 3600 Ordway St. N.W., Washington, D.C. 20016; Clinton B. (Pat) Conger, Apt. 5-312, 8380 Greensboro Dr., McLean, Va. 22101; and Angus MacLean Thuermer, The Barn House, RFD 1 Box 317, Middleburg, Va. 22117.☐

Ottawa staff gets tax exemption privileges

OTTAWA—After more than seven years of representations to the Canadian and Ontario governments, the U.S. embassy was successful in obtaining reciprocal tax exemption privileges for its nondiplomatic U.S. staff.

The staff will no longer pay the 7% Ontario sales tax, nor the gasoline taxes, excise taxes on telephones and cable television, nor automobile tag and driver license fees.

Counterpart Canadian embassy employees in Washington have had these tax exemption privileges. The Canadian government has now agreed to reciprocate such privileges to American staff members assigned to Ottawa and Toronto. The embassy will seek to obtain similar privileges for U.S. posts in other Canadian provinces. ☐

OTTAWA—Embassy staff gathers in ambassador's office to demonstrate appreciation for efforts on their behalf to obtain reciprocal tax privileges. Left to right: *June Whipple*, administrative counselor *George Krieger*, *Eleanor Akahloun*, *Joanne Balzano*, Ambassador *Kenneth M. Curtis*, *Nadia O'Shea*, *Ann McCredie*, *Jo Ann Ross*, *Maryanne Salamie*, *Grace Schneider*, *Mary Lafleur*, *Jacqueline Whitridge*. ☐

Blachly's December quiz: Inventions

BY FRED BLACHLY

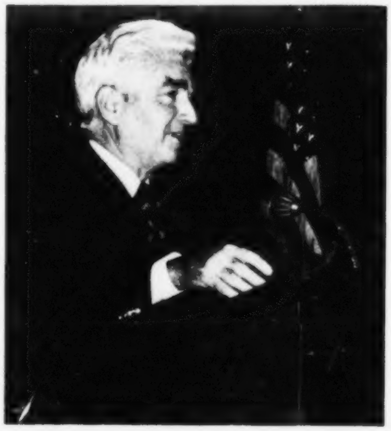
(Answers on Page 36)

How often have you heard the question: "How did we ever manage before we had ___?" It seems impossible that we could carry on business at all without photocopying machines, automatic typewriters, coding and decoding machines, and a host of other communications marvels. Listed below are 10 items or processes used every day in the Department of State. Do you know when they were invented — and by whom?

1. Shorthand.
2. Double-entry bookkeeping.
3. Typewriter.
4. Microphone (used in telephone, dictating machines, etc.).
5. Ballpoint pen.
6. Telephone.
7. Telegraph.
8. Teletype.
9. Radio.
10. Digital computer. ☐

Open Forum Journal transition issues scheduled for '81

A series of special issues of the Open Forum Journal, dealing with the transition to the new administration, will be published early in 1981, according to Open Forum chairman George Dragnich. Employees and retired employees of foreign affairs agencies are invited to contribute articles. Queries should be directed to the forum office, Room 7419, telephone 632-8790.



Ambassador Sullivan* addresses Open Forum. *(Photo by David M. Humphrey, Visual Services) ☐

The forum will elect its next chairman (or chairwoman) earlier than usual. The nominating period will be in January, and the election in early February. Any male or female employee of the Department of State,

Zbigniew Brzezinski* addresses the Open Forum. *(Photo by Glenn Hall) ☐

e Arms Control and Disarmament gency, the International Develop- ent Cooperation Administration. ID or ICA may become a candidate r 1981 chairman or vice chairman. My successor will still take over in id-summer, as in the past, but this ill enable interested officers of the oreign Service and Civil Service to lan their future assignments with the Open Forum position in mind," Mr. Dragnich said.

The forum's speaker program, meanwhile, continued to draw large rowds from the governmental foreign ffairs community. Nearly 1,000 ersons (an Open Forum record) came o the Dean Acheson Auditorium on October 31 to hear national security dviser Zbigniew Brzezinski speak on "National Security: The Challenges or the 1980s." Forum speakers in November included former Ambassador William Sullivan, who discussed the revolution in Iran; Alfred Moses, special adviser to the President, who discussed the Jewish vote and its impact on American foreign policy; Franz Karasek, secretary general of the Council of Europe; William Colby, former director of the CIA, who discussed the relationship between diplomacy and intelligence; Hodding Carter, former assistant secretary for public affairs and Department press spokesman; Vivian Lowery Derryck, who headed the U.S. delegation to the recent UN conference on women; and Ambassador George Aldrich, acting special representative, law of the sea conference. ☐

Skill code changes

The position skill code of economic/commercial officer is being changed to economic officer at posts where the Foreign Commercial Service is represented. At those posts, economic counselors and minister-counselors will no longer have the word "commercial" in their diplomatic titles. The changes involve only position skill codes and functional titles, and do not affect personal skill codes, the Bureau of Personnel says. ☐

Embassy London mainstay praised by Sen. Baker

Ms. Auten

Joan Auten, a Foreign Service national employee at Embassy London for more than 40 years, received a rare tribute recently on the floor of the U.S. Senate. Howard H. Baker Jr. (R.-Tenn.), who had been visiting the embassy during a celebration for Ms. Auten, said of her that she "has probably done more to foster the friendship between Great Britain and the United States in the past 40 years than all the diplomats of either country put together."

Ms. Auten began her career when she joined the staff of Ambassador Joseph Kennedy; she spent the early years of the war working in the correspondence section, on consular affairs, and then as receptionist to the ambassador. She also coordinated the evacuation of British children to the United States for safekeeping, and has continued her involvement in assistance programs for underprivileged children. In 1943, Ms. Auten established the embassy visitor's section. She assists official visitors to the embassy.

"For my colleagues who know her," said Mr. Baker, "she is not only a mainstay of our embassy. . . she is a boundless well of energy, resourcefulness and, most of all, friendship." ☐

STATE LEGION POST—New officers of American Legion Post No. 68, from left: *Robert Prosser*, third vice commander, State; *Donald Stewart*, service officer, State; *Stan Goray*, historian, State (retired); *Richard Rooney*, first vice commander, ICA; *William A. Jones*, post commander, AID; *Russell Cohn*, second vice commander, AID; *Mary Warner*, adjutant, AID; and *John Manion*, finance officer, State. *(Photo by David M. Humphrey, Visual Services)* ☐

DEPARTMENT OF STATE SALARY CHART 1980

RATES EFFECTIVE October 5, 1980 *Authorized by Executive Orders 12248 & 12249*

Senior Executive Service Schedule

ES-1 $52,247*	ES-3 $55,804*	ES-5 $59,604*
ES-2 $53,996*	ES-4 $57,673*	ES-6 $61,600**

(SFS rates will be established by separate Executive Order using levels of the SES.)

CATEGORY AND GRADE				STEP RATES WITHIN GRADE OR CLASS (DOLLARS)													
GS	FSO FSR	FSS	FS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
18				71,734*													
	1			67,536*	69,787*	71,734*											
17				61,204*	63,244*	65,284*	67,324*	69,364*									
16				52,247*	53,989*	55,731*	57,473*	59,215*	60,957*	62,699*	64,441*	66,183*					
	2			51,867*	53,596*	55,325*	57,054*	58,783*	60,512*	62,241*							
15				44,547	46,032	47,517	49,002	50,487*	51,972*	53,457*	54,942*	56,427*	57,912*				
	3	1	1	44,547	45,883	47,260	48,678	50,138*	51,642*	53,191*	54,787*	56,431*	57,912*	57,912*	57,912*	57,912*	57,912*
14				37,871	39,133	40,395	41,657	42,919	44,181	45,443	46,705	47,967	49,229				
	4	2	2	36,097	37,180	38,295	39,444	40,627	41,846	43,102	44,395	45,727	47,098	48,511	49,967	51,466*	53,010*
13				32,048	33,116	34,184	35,252	36,320	37,388	38,456	39,524	40,592	41,660				
	5	3	3	29,249	30,126	31,030	31,961	32,920	33,908	34,925	35,973	37,052	38,163	39,308	40,487	41,702	42,953
12				26,951	27,849	28,747	29,645	30,543	31,441	32,339	33,237	34,135	35,033				
	6	4	4	23,701	24,412	25,144	25,899	26,676	27,476	28,300	29,149	30,024	30,924	31,852	32,808	33,792	34,806
11				22,486	23,236	23,986	24,736	25,486	26,236	26,986	27,736	28,486	29,236				
10				20,467	21,149	21,831	22,513	23,195	23,877	24,559	25,241	25,923	26,605				
	7	5	5	19,205	19,781	20,375	20,986	21,615	22,264	22,932	23,620	24,328	25,058	25,810	26,584	27,382	28,203
9				18,585	19,205	19,825	20,445	21,065	21,685	22,305	22,925	23,545	24,165				
	8	6	6	17,169	17,684	18,215	18,761	19,324	19,904	20,501	21,116	21,749	22,402	23,074	23,766	24,479	25,213
8				16,826	17,387	17,948	18,509	19,070	19,631	20,192	20,753	21,314	21,875				
		7	7	15,348	15,808	16,283	16,771	17,274	17,793	18,326	18,876	19,442	20,026	20,626	21,245	21,883	22,539
7				15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,241	19,747				
		8	8	13,721	14,133	14,557	14,993	15,443	15,906	16,384	16,875	17,381	17,903	18,440	18,993	19,563	20,150
6				13,672	14,128	14,584	15,040	15,496	15,952	16,408	16,864	17,320	17,776				
		9&10	9	12,266	12,634	13,013	13,403	13,805	14,220	14,646	15,086	15,538	16,004	16,484	16,979	17,488	18,013
5				12,266	12,675	13,084	13,493	13,902	14,311	14,720	15,129	15,538	15,947				
4				10,963	11,328	11,693	12,058	12,423	12,788	13,153	13,518	13,883	14,248				
3				9,766	10,092	10,418	10,744	11,070	11,396	11,722	12,048	12,374	12,700				
2				8,951	9,163	9,459	9,712	9,820	10,109	10,398	10,687	10,976	11,265				
1				7,960	8,225	8,490	8,755	9,020	9,175	9,437	9,699	9,712	9,954				

**Basic pay is limited by Section 5308 of Title 5 of the United States Code and by Public Law 96-369 to the rate for level V of the Executive Schedule which is $50,112.50.*

***The maximum rate payable at this level is $50,112.50 for individuals whose payable salary on September 30, 1980 was $50,112.50 or less, and the maximum rate payable at this level is $52,750 for individuals whose payable salary on September 30, 1980 was $52,750.*

Bond interest rate increased to 8%

The interest rate on Series EE savings bonds, purchased on and after November 1, has been raised from 7% to 8% when held to maturity. The term to maturity has been shortened from 11 to 9 years. Interim rates are approximately 5½% when held for one year, and 7½% at five years.

In addition, a further rate increase of up to 1%, depending on market conditions, may be provided as early as May 1, due to recently-enacted legislation which authorizes the Secretary of the Treasury, with the President's approval, to raise savings bonds interest rates up to 1% during any six-month period. The Treasury intends that any further rate increases will also be applied to outstanding bonds.

Yields will also be improved for all outstanding Series E and EE savings bonds held for more than one year, and for all outstanding U.S. savings notes (Freedom Shares). Intermediate values of these bonds and notes will be raised, and the yield to their next maturities increased by 1%.

The other benefits of the present savings bonds will continue, including the exemption from state and local income taxes, the option to defer federal income taxes on accrued interest, the low minimum purchase price of $25, and the right to redeem the bonds anytime after six months, at issue price plus accrued interest.

The following chart illustrates how a small increase in pay-period allotment amount can speed up savings:

If you now save	And are receiving	In this no. pay periods	Increase allotment by	And receive	In this no. pay periods
$ 3.75	$ 75 Bond	10	$ 2.50	$ 75 Bond	6
$ 3.75	$ 75	10	$ 1.25	$100	10
$ 5.00	$ 50	5	$ 1.25	$ 50	4
$ 5.00	$ 50	5	$ 1.25	$ 75	6
$ 6.25	$ 50	4	$ 1.25	$ 75	5
$ 7.50	$ 75	5	$ 2.50	$100	5
$10.00	$100	5	$ 2.50	$100	4
$10.00	$100	5	$10.00	$200	5
$12.50	$ 50	2	$ 6.25	$ 75	2 ■

Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due. □

QUITO'S CUTE AND LUSCIOUS LEGS CONTEST

Where can a man be himself? Where can he be a "whole person"? Answer: As part of the U.S. embassy family in Ecuador. Shown here are some of the performers who walked off with prizes at a recent promotion for the Marine Ball. Among the 28 contestants (each of them nominated by an embassy woman other than his wife) were deputy chief of mission Rudy Fimbres and several of his ranking colleagues. Winners, other than those pictured, included Ron Lard, Drug Enforcement Administration (funniest legs); Luis Gabela, general services officer (most bowlegged); Algirdas Rimas, commercial attache (hairiest); Jack Hennessy, political officer (skinniest). *(Photos by Pat Hogan)* ☐

Co-directors of contest were *Paula Berg*, economic secretary, left, and *Jan Irwin*, family liaison coordinator. ☐

***Gloria Powell* pins award for "Most Knock-Kneed" on Marine *Calvin Ballard*.** ☐

***Delcie Anderson* presents *Jim Johnston*, administrative officer, "Most Knobby-Kneed."** ☐

Marine *Kevin Bell* makes his entrance after being named "Best Dressed." Also shown is *Ed Atkins*, general services officer and winner of "Most Beat-Up and Used," and *Sandy Gibbons*. ☐

Marine *Greg Gibbons*, was chosen "Quito's Mr. Legs." He is being congratulated by his wife, *Sandy*, while *Delcie Anderson* holds one of his prizes. In background is *Lisa Anderson*. ■

Christmas 'round the world

In a desert kingdom. . .

By Carolyn Bargeron

JIDDA, Saudi Arabia—Christmas in a desert kingdom takes a certain amount of imagination, not to mention ingenuity. A "Christmas palm" replaces the standard pine, steadily plodding camels ease out flying reindeer, the call of the muezzin rings instead of church bells.

The desert is, after all, where the Christmas story began — and it isn't so hard to understand being led by a star in a land where the night sky still shines brighter than city lights.

"But what do you do in Jidda for Christmas?" concerned friends and families ask. "What can we send?" "How can we help?" "Come home!" "Come home!"

Humbug on that! Christmas can be found anywhere. So you begin to plot. . .First, you call in the Marines. An undertaking of such magnitude could never be carried off without the Marines. Then you convene a meeting of the Board. The Board? The American Employees Facilities and Services Association Board (otherwise known as the Recreation Association), of course. Then you order lunch, pull out the Sears catalog and set to it.

A party, of course, there must be a Christmas party. There will be many, undoubtedly, but there must be at least one genuine "come one, come all" spirit-satisfying get-together.

The possibilities are many — a Bedouin tent set up in the backyard of the Marine house, with a buffet dinner of roast lamb and rice? Or shall we consider the weather (yes, there is weather in Jidda — for the first time in recorded memory, the Marine ball was postponed because of rain!) and opt for an indoor, more traditional turkey feast with all the trimmings? The debate goes on. . .

And Santa, what of him? How will he ever find us in the vast expanse of Arabia? Not to worry, we've already been in touch (one always reserves and confirms far ahead of time in Saudi Arabia) and he will be here. Arriving sedately and royally on camelback down Palestine Road and through the compound gates? Or perhaps his entrance will speak more to the contemporary side of desert life, and he will come ho-hoing in on the back of a Toyota pick-up? Will he be able to survive the perils of full-dress beard-to-boots, or will he concede to the realities of our usually sweltering clime and settle for bermudas and patent lether sandals?

Only time will make known these mysteries, but what is certain is that Embassy Jidda will remain true to the season's spirit. Friends will gather, carols will be sung, a glass or two of cheer will be passed, and the starry night of Christmas will shine its special magic. ☐

In a Jewish country. . .

By Tania Ponomarenko

TEL AVIV, Israel—The land where the bible was written, where David and Solomon reigned, where Christianity began, where Mohammed ascended into heaven: how many ways can be found in such a land to celebrate the coming holidays? Many indeed. For December brings, among other events, not only Christmas, the Child's birthday, but Chanukah, the Jewish Festival of Lights. And U.S. embassy families and individuals — children and adults — will mark them through a variety of festivities, among which the most notable will be:

- A Chanukah party for Israeli children, hosted by their American friends;
- A gathering of Arab children and teenagers at a home on the Mount of Olives;
- A combined Chanukah-Christmas program at the American international school;
- On Christmas eve, a pilgrimage to Bethlehem, in company with people from all over the world.

These events, of course, are in addition to important get-togethers such as a trim-the-tree party organized by the Marines, and special parties at the residence, not only for children, but for people of just about every age — overseen by Sallie Lewis, the ambassador's wife.

Helen Brown, wife of the deputy chief of mission, will be the hostess of a Chanukah party at her house, aided by American embassy children who will act as hosts. To do this, they will forego their party at the residence, and give up the gift to be presented to each person there, so that they can present one themselves. To this assembly will come the children of Foreign Service national employees, bringing handmade decorations to brighten the house. They will find there both a

Christmas tree and a Chanukiah, the nine-branched menorah whose burning candles commemorate the miracle of the light — the principal symbol of the holiday being celebrated. For when the Jewish hero, Judah the Maccabee, drove his people's enemies from Jerusalem, he and those he led, after putting the desecrated Temple to rights, set burning the cruse or, as it is now called in Israel, the Chanukiah. They had found, after a long search, only one small vial of pure oil to keep the cruse lighted for one night. But a miracle occurred; the Chanukiah burned for eight days, long enough to bring more suitable oil to the Temple from another city. So was determined the length of the festival.

The children will play pin-the-flame on the Chanukiah. They will play an ancient put-and-take game, spin the dredyl (the top around whose sides are four letters standing for the Hebrew words "a great miracle took place there"). They will eat syfganiyah, a jelly doughnut which is the special Chanukah food in Israel. They will join in another game, "pass the hot latke," using a beanbag to represent the latke — the potato pancake which is the traditional food of Chanukah in other countries. And all — hostess, hosts, Israelis — will remember the reason for the festival, as they listen to a story of a true miracle which happened to one of those present.

Not many days later, members of the embassy women's group, led by Jo Katrosh, wife of the political attache, and Nancy Erskine, whose husband serves in the office of the naval attache, will go to Jerusalem — to the biblical Mount of Olives. There they will enter the well-named Home of Peace, run by Polish nuns primarily for Arab girls. The women will bring all the ingredients of a traditional American Christmas dinner, as well as presents of various kinds for the orphans and the needy who will greet them. The book bags, school supplies, dress materials, clothes, dental supplies and packages of toiletries will be put away by the nuns, for distribution by Father Christmas on the 25th. Meanwhile, the girls will present their own made-by-hand gifts to the Americans there. The youngsters will put on a program, including Arab dances in which their guests will be asked to join. There will be a songfest, including carols. Thus, in the great, old city of churches, synagogues, and mosques, Christian, Jew and Muslim will meet and celebrate the season together.

Near Tel Aviv, parents and students (Israelis and Americans) will go in the same week to the American international school for a joint festival marking both Chanukah and Christmas. Each class will give a presentation. For example, a dance to the tune of "Jingle Bells"; a reading of a Chanukah poem in Hebrew; a singing of a Christmas carol; a recitation of a tale from the Festival of Lights.

Then, as a finale, all present will raise their voices in Chanukah and Christmas songs.

And finally, on the night before Christmas, individuals such as Ken Stammerman of the economic section will take the fabled, historic road to Bethlehem, to the Church of the Nativity, standing where Christ was born. Others from the embassy will, like him, be there for midnight mass. Or they will stand in Manger Square with people from literally every country in the world, listening to Christmas carols from every nation. Or they will find their way, with other embassy people, to the Protestant or the Greek Orthodox church in nearby Shepherd's Field, where Christ's birth was announced 2,000 years ago.

Even when families from the American embassy gather to celebrate their own version of the holidays — whether the Chanukiah or the Christmas tree is their central image — whether they eat turkey or local dishes, using eggplant or sesame seeds — these special festivities, they say, will be among the most satisfying ones of their holidays — in a fascinating and celebrated land. ☐

And at other U.S. posts. . .

LAGOS, Nigeria—At the foot of their decorated frangipani tree, U.S. embassy children, eager for the holiday to arrive, decide to celebrate early (without prejudice, of course, to their right to celebrate the actual Christmas, Jacqueline Cundiff reports). That's Santa Claus in the center. *(Photo by MaryAnn Allin, ICA)* ☐

Wherever Americans of the U.S. Foreign Service find themselves — anywhere on the globe — the Christmas spirit enters. Here is the way the holiday will be celebrated at some posts, according to reports received by the NEWSLETTER.

DUBLIN, Ireland — The U.S. embassy here, says Elizabeth Shannon, "is the only round embassy in the world. So our circular rotunda is an ideal place for our large Christmas tree to be erected, and for the children to watch the puppet show before they descend on the cookie and punch table.

"After they are stuffed with Christmas goodies, the lights of the rotunda will dim, leaving only the twinkle of the Christmas tree, and sleigh bells will ring out from the third-floor corridor. A shiver of excitement will run through the young partygoers as Santa Claus appears with a bag of gifts over his shoulder. Our embassy Santa, Ted Brennan of the Administrative Department, will settle into his "throne" by the tree, and give a present and a hug to each child.

"Fierce competition will rage when each department vies in the door decorating contest. This year's competitors will have to be very creative to match last year's first prize, won by Colonel William Bournes, the military attache. First prize will be a bottle of champagne, and the winner is strongly urged to open the bottle on the spot and share it with his competitors."

BAMAKO, Mali — "Santa definitely will be here," reports Linda Morrow. "He will arrive on the back of a mule to deliver gifts to children at the Christmas party hosted by Ambassador Anne Holloway. Christmas is not complete without caroling and sleigh rides. Taking consideration of the absence of snow, we'll create our own sleigh ride in the form of an open baché (a small truck) filled with hay. We'll sing carols as we go from house to house for a progressive dinner, after partaking of a little "Christmas cheer" at the Marine House. The caravan will then wind its way through the narrow streets, stopping at designated houses along the way."

KINGSTON, Jamaica—Children of the U.S. Foreign Service as they rehearse the extravaganza they're planning to give at the ambassador's residence. ☐

GABORONE, Botswana—Youngsters of U.S. embassy families display the Christmas tree trinkets they have made as they get ready for the holidays. ☐

DACCA, Bangladesh — "This year's party will be held at Ambassador David Schneider's residence," reports Sherry Pressley, "which will be decorated with hundreds of multicolored lights in the traditional South Asian manner. It is planned to have a large Christmas tree with decorations made by the children. Prayers for peace and wishes for happiness can be offered as heartily in Bangladesh as in Middle Town, U.S.A. So we in Bangladesh will celebrate Christmas in a manner that blends out heritage with our current circumstances, and hopefully, it will be as meaningful as any we've ever had."

VICTORIA, Seychelles — Dennis Thatcher says: "A luncheon specialty on the island is curry which can be made with various items such as octopus, fish, beef or chicken. If fortunate, the delicacy of fruit bat curry will also be available to choose from. Let us not forget going to the beach on Christmas day for a swim, snorkel, scuba, paragliding and windsurfing."

RECIFE, Brazil — Christmas here, says Jewell Fenzi, is a culinary treat. For example, "the Brazilians are sensible in their approach to French toast, and do not confine it to the breakfast table. It is also served as a dessert during the Christmas holidays.

"In the northeast, where a mixed culture preserves much of the flavor of old Brazil, French toast is known as 'fatias doradas,' or golden slices. Further south, in Rio de Janeiro, it is called 'rabanadas,' which means slaps, and sounds much less appetizing. 'Rabanadas' are made with regular milk; golden slices are dipped in coconut milk.

"Our cook, Josefa Maria Victor, has promised to make fatias doradas for tea on the afternoon of December 24. We plan a little cross-cultural tampering with Josefa's recipe, and will serve Vermont maple syrup with our golden slices." ■

APPOINTMENTS

Woman is State's equal opportunity chief

Vivian Lowery Derryck is the new deputy assistant secretary for equal employment opportunity, succeeding John Burroughs.

Ms. Derryck

Ms. Derryck was director of the U.S. Secretariat for the World Conference of the UN Decade for Women, prior to her appointment at State. She was also a lecturer, author, educator and consultant to foundations and the government, including AID. At the Carnegie Corp. in New York, she was consultant to the Women and Development Unit of the University of West Indies and recommended curriculum revisions to reduce sex bias in educational materials. As a research associate on the Select Committee on Population of the U.S. House of Representatives, she concentrated her efforts on the relationship of population issues and women in development. For three years, she was an instructor and consultant at the University of Liberia in Monrovia.

Ms. Derryck attended Chatham College in Pittsburgh, where she majored in political science and was awarded a B.A. in 1967. She received her master's from Columbia University's School of International Affairs and was awarded a foreign affairs scholars fellowship and the dean's fellowship. She resides with her husband, Dennis, and their two children in Washington.□

Meissner names economic negotiating staff

Three persons have been named to assist Ambassador Charles F. Meissner, U.S. special negotiator for economic matters. They are Edward W. Lollis, executive assistant; Lawrence R. Raicht, special assistant; and Beverly Schroeder, secretary.

The special negotiator is under the immediate supervision of the assistant secretary for economic and business affairs. He also serves concurrently as a senior adviser on North/South issues to the under secretary for economic affairs. Mr. Meissner is the Washington coordinator charged with overall preparations for major North/South negotiations, and chairman of the State/National Security Council's interagency coordinating group for North/South issues. He will attend major economic meetings and negotiations relating to economic issues, international economic cooperation for development, and debt rescheduling.□

Arnold is deputy assistant

Millard W. Arnold has been named deputy assistant secretary in the Bureau of Human Rights and Humanitarian Affairs. His duties include asylum matters and regional affairs in the African, East Asian and Pacific, European and Near Eastern and South Asian areas. □

Oceans, polar affairs

R. Tucker Scully is the new director of the Office of Oceans and Polar Affairs, in the Bureau of Oceans and International Environmental and Scientific Affairs. □

Jenkins heads new staff

George Jenkins is director of the newly-established Special Programs and Liaison Staff in the Bureau of Administration. The staff is coordinating the Department's efforts on protection of lives, on national security information, and on property at overseas posts. Assisting Mr. Jenkins are program officers Vince McDonald, Jim Seward and John Perdew, and budget officer Sherman Fine. ■

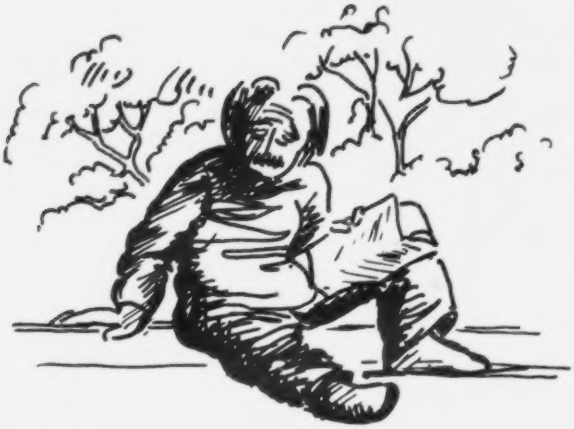
2 get minister rank

President Carter has conferred the personal rank of minister on two persons while they serve as deputy chairmen of the U.S. delegation to the Conference on Security and Cooperation in Europe, which opened in Madrid, November 11. The two are R. Spencer Oliver, who was staff director of the House of Representatives' Commission on Security and Cooperation in Europe, 1976-80, and Warren Zimmermann, a Foreign Service officer, who was counselor for political affairs in Paris, 1977-80. □

BUJUMBURA—Ambassador *Frances D. Cook* presents her credentials to the president of Burundi, Col. *Jean-Baptiste Bagaza.* □

Four ways to State

—Poems (in Japanese tanka form)
by William A. Sommers, AID
—Drawings by Joan Sommers

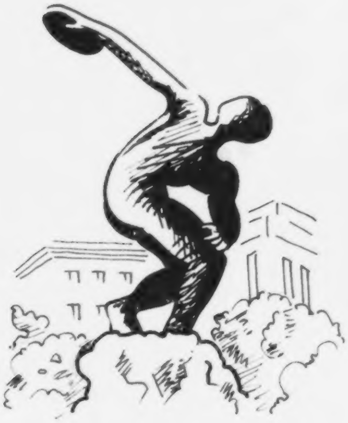


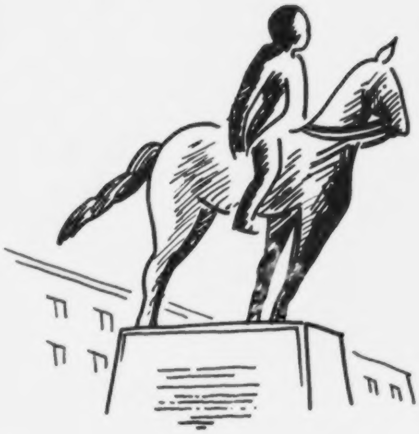
C Street: Einstein's over there

Down the street a bit
sits a saddened Albert E.
with back facing State:
his e m c yields too well
the constant for here and now.

Twenty-first Street: The discus thrower

In Kelly's Park this
gift from Rome twists a green and
naked arm, signum
of its forceful grasp on us,
tossers of the classic past.



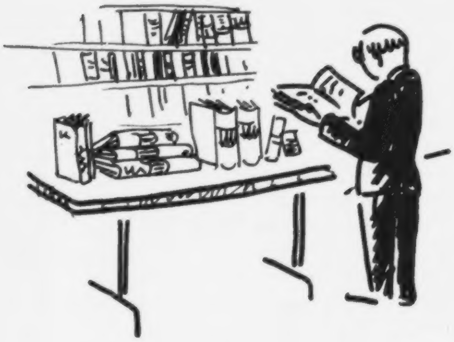


D Street: Bernardo Galvez

A Spanish general
perched upon an iron horse
guards the back of State.
Long ago he gave us aid.
Does he think we need it still?

Twenty-third Street: Bookfair

Once a year we come
to confirm a love of books
and exchange old tomes
for those which, older still, do
shadow our unknowing eyes.■



A star is born

(and, wow, what a script!)

By NEXIS
(As told to Donna Gigliotti)

The author of this firsthand rticle herewith joins our coterie of distinguished contributors.

SINCE I'm the new computer on the State circuit, I'd like to ntroduce myself. My name is NEXIS the initials stand for nothing, but to have an acronym is to have status around here). I work in the Department Library, Room 3239 New State, with a few other computers. I might look like them—with my keyboard, TV-like screen and print-but mechanism—but the fact is that 'm very different. There's no point in being modest—I'm in a class by myself.

Mr. NEXIS

For example, in just a few minutes, I can find for you and furnish you with the full text—not just an abstract or excerpts, but the *full text*—of articles that have appeared over the ast five years in certain publications. No other computer around here is so alented.) The publications are the Washington Post, Newsweek, U.S. News and World Report, Dun's Review, The Economist and Congressional Quarterly. I can also give you the full poop from the Associated Press, United Press Inernational, Reuters and BBC's Summary of World Broadcasts/Monitoring Report. As I say, I can give you a lot (the whole text) or just a ittle. If all you're interested in is merely a headline or a particular passage, I can give you that and hold back on the rest.

I have another distinguishing feature you should know about. Other computers will search for information only if you give them a specific code word culled from a list of pre-selected key words. Let's say, for instance, that you're interested in what's been published on the effect that living at hardship posts has had on Foreign Service children. (We'll use that as an example, though I would function the same way if you were interested in the Group of 77, the Sahel region, the Common Market, or whatever.) With the other computers, you'd have to give them a key word to start the search—"children," "families," or maybe "Foreign Service." But when you work with me, it isn't necessary to know any pre-selected words. Just give me *any* word that relates to the subject, and I'll find every article within my sources that contains that word. Or, better yet, give me more than a word—say, a phrase. That really speeds me up.

To start me on a search, just come into the Library and ask the person at the main desk to show you how I operate. I may seem complicated at first but, as you get to know me, you'll find that I'm very easy to get along with. Once you're in my "office," in the room right behind the main desk, someone will hook up my personal telephone to Dayton, O., where all my information is stored.

Now, using the example of Foreign Service children at hardship posts, you could enter the word "children," and I'd give you all articles that contain that word. If you entered the "hardship," I'd give you all articles that contained that word. But let's say you started off by entering the words "Foreign Service" *and* "children." I would search through my files—wait, I'll do that right now. . .

Let's see, got it, there are 195 articles that include the words "Foreign Service" and "children." Now, if you want to read through every one of them, I'll be glad to print them all for you.

But why waste all that print-out paper and time? You could modify your request and enter the words "Foreign Service," "children," and "hardship." O.K., let me take a look here. . . alright, there are 13 articles in that category. Much easier to work with, right? You can enter any word, or as many words within an article, as you want, although, I'll admit, there are a few common words that I won't waste my time with—like "we," "the," "and," etc. But otherwise, I'll cooperate.

The way to conserve my energy and your time is to be specific. If you're interested only in articles in the Washington Post, or in Newsweek, or in some combination of the publications I mentioned earlier, be sure to tell me. If you want a specific article that was on the front page of the Post, clue me in, and I won't waste my time searching on other pages. Or if you're only looking for articles written within a certain period of time, like the last two months, feed me that info and I'll narrow down my search to that time frame.

And when I'm finished, you're welcome to tear off the print-out paper piled up behind me. It's yours. Just remember, NEXIS is the name, and I search to please.

If you're interested in meeting me, I'd be delighted. Since my telephone connects only to Dayton, you'll have to make an appointment through the humans who work here at the Library. Call 632-0535, 0486 or 1099. Or better yet, drop by. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in the NEWSLETTER. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the Editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.* ☐

Q. EUROPE

A friend of mine recently had to spend a few days in the hospital because she was having chest pain. It turned out that she didn't have a heart attack, but she was told she had angina. Just what is "angina?"

A.

Angina pectoris is a condition in which the heart muscle receives an insufficient blood supply, thus causing pain in the chest and often in the left arm and shoulder. These are symptoms similar to those found in heart-attack patients. Anyone experiencing chest pain, regardless of the exact location or the intensity, should be seen promptly by a doctor.

Q. ASIA

I know people usually ask you what shots they need to travel abroad, but we're returning to the U.S. on reassignment next summer, and my question is, what shots does our 5-year-old daughter need to enter school?

A.

State laws vary, but most require that children entering school for the first time present a certificate of immunization against measles, rubella (commonly known as German measles), diphtheria, whooping cough, tetanus and polio. Diphtheria, whooping cough (pertussia) and tetanus are combined into a single "DPT" injection; they are the "baby shots" your daughter received in infancy. If she hasn't had a DPT booster or a polio booster, she'll probably need to update those before entering school. Many school systems also require documentation of a negative TB test. The one commonly given to preschoolers is the Tine Test, a skin test administered on the forearm and read in 72 hours. If you don't have time to locate and establish yourselves with a family physician before school opens, routine childhood immunizations are available free at all local health departments.

Q. WASHINGTON

A classmate of my son was caught sniffing an odd substance, and is on some type of probation at school. What on earth is this business of using aerosols for a "high?"

A.

Inhalants are a diverse group of chemicals that produce mind-altering vapors. Most people don't even think of them as drugs, because they were never meant to be used that way. They are principally commercial products used as cleaning or beauty agents, glues, or as fuel for our motor vehicles. Most contain warnings against inhaling these chemicals. Sniffing highly-concentrated amounts of aerosol sprays can produce heart failure and instant death.

Q. WASHINGTON

How would I know if my son was using inhalants?

MEDICAL SERVICES—Dr. *Jerome M. Korcak,* right, accepts Superior Honor Award from his predecessor, Dr. *Eben H. Dustin,* the outgoing medical director. Dr. Korcak was honored for his service as deputy medical director, 1979-1980. *(Photo by David M. Humphrey, Visual Services)* ☐

A.

Here are some signals that indicate your child may be abusing inhalants:

- Loss of interest in personal appearance, food, family activity.
- Peculiar, "spacey" behavior.
- Altered time and distance perceptions.
- Sores on nose and mouth.
- Unpleasant, chemical breath.
- Increased coughing and salivation.
- Cleaning of rags in room, closet or basement.
- Dried paint or spray on clothes and body.
- Empty spray cans, tubes of glue.

You may think your son has been sniffing. If you're not sure, ask. Find out if anything is troubling your child, but remember that the search for "something to do" and the pressure from friends to experiment often push children into drug abuse; it's not only personal problems that make them turn to drugs. Explain the risks of inhalant abuse. Be understanding but firm.

Work with your children on healthful activities and projects that are exciting and challenging with no role for drugs.

For more information on inhalants or drug abuse, contact our mental health staff or write to National Clearinghouse for Drug Abuse, Information, Room 10A56, Parklawn Building, 5600 Fishers Lane, Rockville, Md. 20857.

Q. **West Africa**

We frequently have extended power failures. Frozen foods such as beef, fowl, pork, fish, and shellfish become completely unthawed. Does thawing and refreezing cause a substantial loss in nutritive value? Are there any simple ways to determine whether meat is bad? Is there a health hazard in eating completely thawed meats?

A.

No, thawing and refreezing meat, fowl, or fish does *not* cause a loss in nutritive value. However, there is a loss in the quality factor—that is, texture and taste. Partial thawing of meat, followed by refreezing, does not present a health hazard. As to how to determine whether the meat has gone bad, the simplest way is to smell and look at the meat. An "off" odor or changed appearance with discoloration of the meat indicates that it is suspect and should be discarded. After meats are completely thawed, the length of time the product remains unfrozen and under refrigeration is the key to whether it can be consumed safely. For example, thawed beef or pork can be stored safely for up to a week, if the refrigerator temperature is held below 40° Fahrenheit. Poultry can be stored for three to four days under 40° F., while fish and shellfish are more perishable and should be stored only for one or two days at these temperatures. However, these foods should be cooked thoroughly before eating, as an additional safeguard—even after proper refrigeration following thawing. Completely-thawed meats can be refrozen if the above temperature conditions are met, and the odor and appearance do not indicate deterioration. If power outages are frequent and great volumes of expensive foodstuffs are lost, you might wish to consider a central repository freezer for your community—one with an emergency power source.

Q. **East Europe**

We hear so much about depression. What is it actually? What are the symptoms? What is the current treatment for depression?

A.

Depression is a disturbance of the mood. It is often a reaction to an upsetting event (such as a loss) and is then called a reactive depression. There is also an endogenic type, meaning there is no obvious cause to be found. A person who is depressed is usually withdrawn and apathetic, and has lost interest in things which formerly interested him/her. Disturbed sleep (either insomnia or excessive sleeping) and increased or decreased appetite are frequently present. Treatment varies according to the individual's needs. Antidepressant medications, many developed in the last decade, are very useful. Psychotherapy, which attempts to achieve insight and understanding as to the cause of the depression, is also very important.

Q. **Near East**

We're expecting a baby soon. We're thinking about buying a car seat, although the scare tactics have kind of turned us off. At what age should babies start using the car seats?

A.

The American Academy of Pediatrics and most pediatricians in the United States recommend that an infant seat be used when bringing the baby home from the hospital—and on *every* trip thereafter. I agree completely. There is solid statistical evidence that using car seats or carriers saves lives. Chances are that, if you start off by consistently and religiously using a car seat, several other benefits will accrue. For example, the child will behave better in the car (he or she cannot stand up, climb around or climb out of windows, and probably won't cry or fuss as much as if he or she were unrestrained). Children who are restrained tend to enjoy car travel more, because the driver-parent doesn't have to scold about behavior in the car. I was astounded to discover that many injuries sustained by unrestrained children in cars don't involve crashes. 25% of the injuries from noncrash incidents are attributable to sudden stops, swerves, turns, or the child's movements within the vehicle.

Q. **Washington**

What are the signals of a heart attack?

A.

Uncomfortable pressure, fullness, squeezing or pain in the center of the chest, lasting two minutes or more. The pain may spread to the shoulders, neck or arms. Also, severe pain, dizziness, fainting, seating, nausea or shortness of breath may occur.

Sharp, stabbing twinges of pain that come and go are usually not signals of a heart attack. If you have any of these chest symptoms that last two minutes or more, call the local emergency rescue service immediately. If you can get to a hospital faster by car, have someone drive you. Don't drive yourself! □

DR. KORCAK'S HEALTH HINTS

Preventing children poisonings

Growing children are curious explorers. They like to climb and get into everything. They also like to examine brightly-colored pills and attractively-packaged household products. And most children, if given a chance, will put some of these products into their mouths and swallow. Each year, thousands of children are accidentally poisoned. Many are injured and many die from ingesting medicines, drain cleaners, bleaches and other household chemicals. There is no question that medicines and household chemicals are important aids to maintaining a home. They are safe and effective when used as directed. But they are also often potent enough to cause injury when carelessly used or abused. And when they are swallowed by a child, tragedy can result. When medicines and household chemicals enter the home, it's the responsibility of the parents to make sure that their children, and pets as well, do not accidentally swallow any of the contents. This is *your* responsibility.

What you can do

Special packaging does not eliminate the need for traditional preventive measures to protect your child from accidental poisonings. Here are some ways in which you can do your part:

1. Use safety packaging when available.
2. Learn how to re-secure correctly the safety feature after use, so that the product will always be packaged safely.
3. Keep household products and medicines out of reach and sight of your child. Lock up the items when possible.
4. Store internal medicines away from other household substances. Keep the product in the original container. Never put any medicine or chemical in a cup or soft-drink bottle.
5. Read the label on all products. Heed warnings and cautions.
6. Always turn on the light when giving medicines. Never take medicines in the dark.
7. Avoid taking medicines in your child's presence. The child may learn to imitate your action.
8. If you have a crawling infant, keep household products stored above the floor level, not beneath the kitchen sink.
9. If you are using a product when called to the door or telephone, take it with you; otherwise your child could get into it.
10. Have handy the phone number of your nearest doctor, poison control center, hospital and police. □

Alcohol Awareness Program

Some tips on how to be a good host

As the holidays approach, it's a good time to remind ourselves that people can enjoy themselves at parties without overindulging. In fact, many can enjoy themselves without consuming any alcoholic beverages at all. The following article is from a Department of Health and Human Services publication.

Don't be a pusher

There are two very distinct kinds of hosts at a dinner or cocktail party. One is a pusher, constantly forcing drinks on his guest. He never takes no for an answer.

The other host—a more reasonable fellow—may have liquor and food, or wine and cheese, or beer and nuts for his guests, but he doesn't make alcohol the prime attraction of his party. And since not everyone likes liquor, he has some other beverages in his house, like fruit juice and soft drinks. He doesn't have a party so people can get smashed, but rather so people can enjoy each other, perhaps have a drink or something to eat, and spend a few relaxed hours among friends.

Know how to run a party

The gracious host isn't afraid t stop pouring drinks. If one of his gues has drunk too much or too fast, l doesn't ply him with another refill. I stead, he offers some food or a so drink before the guest ruins th evening—for himself and everyone els

The good host has his party we planned too. He knows that a pr dinner cocktail should enhance a mea not ruin it. And he knows that a goo party doesn't require that the last dro be lapped from every bottle. B serving a nonalcoholic beverage lik tea or coffee, he announces to h guests that the liquor cabinet has bee closed for the evening. Some gues may be disappointed that they didn "tie one on." But they may be please to wake up the next day without hangover. In fact, they may find the enjoyed themselves—in spite c staying sober.

Help the guest who's had too much

Regardless of the host's goo intentions, there is always the chanc that someone will get drunk at hi party. When that happens, the hos doesn't ply his guest with all kinds c "quick-fixes," because he knows th only cure for intoxication is time.

Generally, it takes about an hou of sobering-up for each drin consumed, and it takes 10 hours fo the average person to get a half-pint c pure alcohol out of his system Gulping coffee doesn't help—it is stimulant that may make a intoxicated person feel more wid awake, but in fact, he may becom more careless. Coffee just turns sleepy drunk into a wide-awake one And the other home remedies aren any help either. A cold showe exercise, tomato juice, breathing col fresh air—none of these will sober up person any faster. The only antidote time.

Call the shots

The good host sets the pace for party. If the host pours doubl drinks—even though some guest would prefer light ones—and if h does a lot of drinking himself, h signals to his guests that his party i drinking-oriented. But if the hos offers his guests a choice of liquor c soft drinks, has plenty of food aroun and centers his party around good conversation, he sets a mood that is distinctly people-oriented.

Many hosts would be embarrassed if a guest at their party became sick from the food that was served, yet couldn't care less if the same guest became drunk on their liquor. But the good host would no more allow his guests to get sick from his drinks than he would from his food. Better to have a party remembered as a warm, friendly affair than not remembered at all.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C. (telephone (202) 632-1843 or 632-8804). Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

You'll have better U.S. life insurance coverage in '81

Beginning next year, federal employees will have improved life insurance coverage. Under a law (P.L. 96-427) recently passed by Congress, they will have four new benefits:

- Higher amounts of life insurance will be available to employees under 45—at no additional cost to them.
- Employees will be permitted to buy additional optional life insurance in multiples of one to five times their annual pay, rounded to the next higher thousand.
- Employees who retire "in the near future" may choose a lesser reduction in their post-retirement regular insurance coverage. At the present time, this insurance begins to "depreciate" after the employee attains age 65, at the rate of 2% of the face value per month—down to a minimum of 25% of the amount in force upon retirement. The new premiums and the "alternative reduction levels" are being studied by the Office of Personnel Management (formerly the Civil Service Commission). They will be announced later.

DACCA, Bangladesh—Administrative officer *Grafton Jenkins* places yellow ribbon, for U.S. hostages in Iran, on door of embssy medical unit. □

- For the first time, employees will be permitted to buy life insurance on their spouses and family members. This new optional insurance package provides $5,000 upon the death of the employee's spouse, and $2,000 on the death of "any unmarried dependent child under age 22." The costs of these new forms of optional insurance will be borne by the employee.

At present, the Federal Employees Life Insurance Program provides coverage in an amount equal to an employee's salary, rounded to the next higher thousand dollars—plus $2,000. For example, if an employee earns $18,500 a year, his or her insurance coverage under the federal program is $18,500, rounded out to $19,000, plus an additional $2,000—or $21,000. The current program also features a level payment. The rate per $1,000 of insurance is the same for all federal employees, regardless of age.

Under the present plan, employing agencies contribute one-third of the cost of the regular insurance. The employee pays the rest. In addition, the employee may buy $10,000 of so-called optional insurance, if s/he is participating in the regular plan. The rates vary under a schedule based on age. And the employee pays the entire cost.

Under the new law's provisions, beginning in October 1981 the basic (or regular) insurance for eligible employees under 45 will be increased at no additional cost to the employee. The increase will be graduated according to the employee's age, with those under 36 getting twice the current amount. Beginning at age 36, the multiplication factor for the amount of regular insurance would decline by one-tenth of a point each year, until it reaches 1, for employees age 45 or over.

For example, if the employee is 35 or under, s/he will be eligible for twice the amount of the current life insurance. Or if s/he has $19,000 in federal life insurance under the present plan, the individual is eligible for $38,000 for the same amount of premiums. The following table shows the multiplication factor for ages 36 to 45 or over:

36	1.9
37	1.8
38	1.7
39	1.6
40	1.5
41	1.4
42	1.3
43	1.2
44	1.1
45 or over	1.0

To offset the cost of increasing the amount of regular insurance for employees under 45, those who become eligible after 1989 to retire, and continue their regular insurance coverage into retirement, will "continue to pay premiums for unreduced coverage" until they reach 65. At present, retirees do not pay premiums for regular insurance. They are fully covered until age 65.

The Office of Personnel Management is expected to announce an "open season" for 1981. Employees may then elect to have the regular insurance coverage and the various forms of optional insurance. In addition, P.L. 96-427 provides that employees shall have the opportunity at the time of retirement to elect a lesser reduction in the face amount of their regular insurance after age 65. The office is attempting to provide employees, who retire within 60 days after enactment of the new law, an opportunity to decide whether they want a lesser reduction—for example, 50% of the insurance coverage instead of the present 25%. Annuitants must pay premiums for this lesser reduction in the amount of the insurance coverage after age 65. □

GRIEVANCE ACTIONS

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the NEWSLETTER *staff.* ☐

Grievant loses on 2 fronts

394—The main issue of this grievance was denial of conversion from limited to career status; the secondary issue was an evaluation report.

Conversion: The grievant claimed he should have been converted to career status under the regulations promulgated, on the basis of an agreement between his agency and the employee bargaining organization. He felt he met the criteria for conversion. The agency, however, pointed out that at the time the grievant was eligible to convert, an unassigned career employee was given priority consideration for assignment to the grievant's position. By the time the career employee was placed (in another position), the position the grievant occupied had been abolished, and the agency claimed there was no continuing need for the grievant's services. The grievant appealed the denial of conversion and, when his appeal was turned down, he claimed that it had not been handled at the high level required by regulations. He also claimed that the agency did not make a good faith effort to find a new position for him.

The board denied this element of the grievance, explaining that the agency had not breached the applicable regulations when it failed to convert him and denied his appeal. The board also found the evidence supported the agency's claim that it had made a good-faith effort to find another job for him.

Evaluation report: The grievant claimed that an evaluation report written on him was defective, unfair and procedurally irregular, in that the rating officer did not formally, on a specific date, discuss his performance with him. He claims that had the rating officer done so, certain statements would not have been in his report. He asked that the report be removed from his personnel file. The agency agreed to remove certain portions of the report, but did not believe that the report should be removed in its entirety.

The board decided that the grievant did not suffer in any substantial way as a result of not having had formal discussions, and ruled that the evaluation report should not be removed from his personnel file; it suggested that the deletions previously agreed to by the agency be made if this were agreeable to the grievant. The grievant had requested payment of attorneys' fees; this was denied. ☐

High court ruling affects age case

406—At the crux of the grievance was a charge of age discrimination. The agency denied the grievant conversion from a Foreign Service Reserve Limited appointment to a Foreign Service Reserve Unlimited appointment (which would have entitled him to Foreign Service Retirement System benefits) because of his age. The grievant was 69, and the regulations the agency followed in denying conversion were based on Section 632 of the Foreign Service Act, as amended, and read: "Present agency career officers will not be appointed to FSRU and placed under the Foreign Service Retirement System after age 65." This section of the law was ruled unconstitutional and void by the District Court (in *Bradley vs. Kissinger*) on June 28, 1977, and the grievant claimed this invalidated the agency's regulations.

The board determined that the agency's continued reliance upon the age requirements in its regulations were in error, and that they had wrongfully denied the grievant conversion to FSRU status and benefits of the Foreign Service Retirement System. The board directed the agency to reverse its action.

After the board's decision was issued, the Supreme Court overruled the District Court's ruling referred to above. The board then withdrew its earlier decision and granted a joint stipulation and motion of the parties that the law as stated in the Supreme Court decision was deemed dispositive of the legal issues raised in the grievance. ☐

Board recommendation rejected by agency

411—This goes to the nonacceptance by the head of the agency of a recommendation made by the board to reinstate the grievant after he had been selected out. The agency did not dispute the board's finding that the selection-out was unjustified. However, it asserted that, after considering the grievant's personnel record, the number of vacancies existing at the time, and the number of qualified officers available to fill those vacancies, there was no need for the grievant's services. Therefore, citing authority given in Section 692 of the Foreign Service Act of 1946, as amended, the agency rejected the recommendation.

The board did not accept the grievant's contentions that the agency had abused its discretionary authority in rejecting the board's recommendation.

The board found that there was no violation of any law or regulation in the action, noted that, in the statute, decisions on such recommendations "shall be subject to the sole discretion of the agency head or his designee...."

and that the agency head need only "take into account the needs of the Service..." in exercising such discretion. The grievance was therefore denied. □

Problems no excuse for poor performance

451—The grievant claimed an evaluation report written on him for a four-month period was inaccurate, falsely prejudicial and procedurally defective. He said it was procedurally defective because it was not shown to or discussed with him in draft; the work requirements and priorities were not agreed to; and the reviewing officer did not prepare his statement independently. He claimed the report was falsely prejudicial in that it did not disclose in sufficient detail the difficulties he faced in carrying out his duties at the post, including the hardship of working without proper accreditation and his difficult staff. As remedy, he asked that the evaluation report be removed from his file.

The agency claimed that it took the grievant three and a half months to submit his statement of goals, and the statement was "inappropriate" when it was received. The agency further stated that he did not respond well to the rating officer's advice; found fault with others when things went wrong; was incapable of managing his staff; did not carry out his major responsibilities; and he did have a chance to comment on his evaluation report.

The board, taking into account the grievant's tardiness in submitting his list of work requirements, goals and priorities, was not persuaded that the "goals" statement in the report was improper. It found no evidence that the rating officer did not prepare his statement independently, or that the grievant did not have an opportunity to discuss the report and comment on it before he left post. As to the substance of the report, the board identified the issue as not whether the grievant was productive in his assignment but rather whether he had good reason for not having been productive. The board found that although the grievant was confronted by problems, they were not of such magnitude as to explain away his poor performance; that the evaluation report was not inaccurate or falsely prejudicial; and that there were no grounds to remove it. □

Time-in-class is extended 2 years

478—The grievant, facing selection-out for time-in-class, complained to the board that his failure to gain promotion to the requisite class was due, among other things, to mismanagement of his performance file, and inclusion therein of falsely prejudicial material. As relief, he requested two retroactive promotions or, alternatively, one retroactive promotion. Failing a board recommendation for promotion, he asked for four years' extension of time-in-class.

The grievant's agency, in its review of the case, said it could find no support for the allegations, and denied the grievance.

There were essentially three elements to the grievance:

(1) Comments in a special report prepared on the grievant were said to be improper and unfair. The board, however, examining the contested document line by line, said that the grievant had not demonstrated that the report was inaccurate or improper, and determined that its removal from the grievant's file was therefore not warranted.

(2) The grievant asserted that a security violation was wrongfully charged to him, was the subject of a critical letter to him from a security official that was improperly and without his knowledge placed in his performance file, and caused his ranking by promotion panels to plunge from the top 10% to the 11-25 percentile from one year to the next. The board, in essence, upheld the grievant's position and determined that the low ranking should be expunged and that the grievant be given an additional one year's time-in-class.

(3) The grievant was notified that he was to be selected-out for time-in-class on June 30 of a certain year. The grievant's promotion panel convened shortly prior to that date, but his file was not submitted to the panel for review. The board determined that he was wrongfully denied an opportunity to compete for promotion that year and, as relief, granted him a second added one year's time-in-class.

The board further directed that the grievant be eligible for promotion during his two additional years on the rolls. □

FSO to FSS, then back again

428—The grievant was in the FSO corps for approximately six years when he was identified for selection-out. However, rather than accept the selection-out, he accepted transfer to the FSS corps (Class 5) and rose to FSS-1 in the next 12 years. He claimed, and the agency admitted, that a falsely prejudicial evaluation report covering a short period of service while he was in the FSO corps had caused the low ranking which led to the selection-out notice and his subsequent transfer to the Staff corps. As redress, the agency removed the evaluation report from the grievant's personnel file and reinstated him in the FSO corps at the FSO-3 level which was commensurate with his FSS-1 rank. The grievant insisted that he be reinstated at the FSO-2 level because, had he not been forced to resign from the FSO corps and enter the Staff corps, he would have been at the FSO-2 level at the time of his grievance.

The agency thought the grievant's reasoning too speculative to warrant reappointment at a grade higher than FSO-3.

In making its decision, the board agreed there was speculation involved, but noted that the agency quoted no legal or administrative consideration for the grievant's reappointment at an equivalent rank. It took into consideration the grievant's above-average advancement in the Staff corps in spite of the falsely prejudicial evaluation report, and the emotional stress and personal humiliation he suffered. The board was persuaded that, had the grievant remained in the FSO corps, with no check to his career, it was reasonable to assume he would have been an FSO-2 at the time of his grievance. The board therefore recommended that the grievant be reinstated at the FSO-2 level. □

Promotion panel not bound by prior panel

494—The grievant charged that his failure to be promoted in a given year was due to a violation of promotion panel precepts by his panel. He presented these statistics: the previous year, his promotion panel placed 37 officers in Category A ("Recommended for Promotion"); four of them were promoted; the grievant was ranked fifth among those placed in Category A. The following year, 21 officers were placed in Category A; five of them were promoted; the grievant was placed in Category B ("Satisfactory or Better Performance"). He argued that his record attests to his competent performance at the next-highest grade for the previous six years, and he pointed to this sentence in the promotion panel's precepts: "Past performance demonstrative to the capacity to effectively carry responsibilities at the next higher class provides the basis for a recommendation for promotion." He stated that he was not grieving his non-promotion *per se*, "but that by violating and/or misapplying the pertinent regulations, the panel precluded my right to be among those ranked for promotion."

The agency found no procedural defects or lapses in adherence to agency regulations in the evaluation of the grievant's performance by his promotion panel. It took issue with the grievant's reliance on the sentence in the precepts concerning past performance. Rather than make the recommendation for promotion mandatory, as the grievant contends, the agency submitted, the recommendation is discretionary and "in and of itself is judgmental in nature and goes to the very core" of the promotion process.

The board denied the grievance, saying it was erroneous to hold that a promotion panel in Year X could bind a promotion panel in Year Y. Among its reasons, the board said each panel is a newly-appointed one and acts as an independent body in relation to its predecessor and successor. As for the precept on past performance, the board noted it employs the phrase "provides the basis for," rather than "requires," in connection with the particular qualifying features. "These terms," it said, "are not necessarily synonymous, and they should not be made synonymous in the context of the regulations as a whole and of the promotion system as it is known to operate. We construe the sentence as constituting a guide, without loss of their discretionary authority, to members of promotion panels." □

Exam not waived in lateral entry case

499—The grievant claimed that, because of inadequate training and counseling and a limited pattern of assignments, he could not prepare properly for the Foreign Service lateral entry examination. He also claimed that his two failures on this examination should be disregarded because of the subsequent discontinuance of this test under the affirmative action program. He asked for conversion to career status on the basis of overall "good performance."

The agency countered with evidence that the grievant had received detailed guidance, over a period of years, on how to prepare for the examination. It also showed that other candidates who were successful under the program and who, like the grievant, had experience in only one cone, had not been handicapped by this factor. The agency contended that to waive the examination as a one-time exception would be unfair to those candidates who entered the same program as the grievant and successfully met the requirements. It also emphasized that candidates in the minority recruiting program undergo a one-day assessment process, after which successful candidates' performances will be periodically examined by a commissioning and tenure board.

The board held for the agency. In essence, it concluded that to rule otherwise would lead merely to a different kind of discrimination. All unsuccessful candidates separated by the agency before the date for suspending the written examination could claim that their separations had been unjustified, and ask another chance under the new admission requirements. Deciding that none of the grievant's rights had been violated, the board denied the grievance. □

Previous grievance held not prejudicial

506—The grievant complained that his failure to be promoted could only be laid to a statement in his performance reports — the result of a separate grievance six years previous. This statement, he argued, "far from being the positive corrective that was intended, has in fact served as a flag to raise questions and doubts" in the minds of promotion panel members. As relief, he initially asked for a board recommendation for promotion but, when he gained that promotion after his grievance was filed, he asked instead that the board order the date of this promotion be made effective five years earlier.

The agency had denied the grievance, saying it doubted that the statement had had any adverse impact on the grievant's chances for promotion. It suggested that the grievant's main difficulty in getting promoted was the scarcity of promotion opportunities in recent years.

The board found no support for the grievant's contention that the statement in his file affected his promotion chances negatively. The board said it reviewed precepts of recent promotion panels and discovered that their guidance was explicit on how members were to treat grievance board statements. There was no evidence that panel members defied instructions in this case, it said. Finding nothing defective or falsely prejudicial with the statement itself, and reminding the grievant it lacked the authority to second-guess judgments of promotion panels, the board denied the grievance. □

Board upholds FSR in tenure dispute

515—The grievant alleges that the agency's termination of his five-year reserve appointment was inequitable, and violated regulations governing his original entry into the Service. He asserts that, in shifting here from a tenured position in a Civil Service job in another agency, the receiving agency was obliged to assure that he retain his tenured status. Finally, he maintains that the agency's determination that his services were no longer needed as a result of an office reorganization is arbitrary and contrary to the congressional intent with respect to the workforce of the office to which he was assigned. The grievant asks that his termination letter be withdrawn and that the grievance board order his conversion from FSR to FSRU, or some other career status, within the Foreign Service or Civil Service of the agency.

The agency counters that the grievant is contesting what is not grievable under the Foreign Service Act of 1946: the termination of a temporary appointment. It notes that he had been hired for a specific position in a specific office. It maintains that his application for conversion had been rejected because his employing office would not certify the need for his services. The agency insists that the decision to reorganize the office is a managerial prerogative, and that the new office structure reflected the incoming chief's desire for fewer higher-level specialists like the grievant and an increase of career personnel.

The board concluded that the agency might have more properly hired the grievant in a different category. However, it also concluded that the agency was not obligated to insure his retention of reinstatement rights in his former agency. While generally upholding the agency in regard to the hiring phase, the board faulted the termination of the grievant, finding the action contrary to manpower policies of the office, reaffirmed in prescribed submissions to Congress. Indeed, a report of the grievant's office to Congress — issued after the grievant had been told of his scheduled termination — cites his scientific credentials as proof of the ability of the agency to fulfill its responsibilities.

The board concluded that the reorganization of the office, while a legitimate option of management, had been implemented in a manner unfair to the grievant. The board was persuaded that the grievant, when recruited, had been led to believe that his temporary appointment would lead to conversion to permanent status. His job had been reclassified downward in response to a management desire to lower the grade structure of the office, yet the position description for the grievant's replacement did not differ materially from the grievant's original position description. Moreover, there were positions in the office for which he would clearly have qualified under the rank-in-person principle. Nor, in the board's view, should the grievant's initial placement in the domestic complement of his Foreign Service Reserve category have foreclosed his subsequent assignment to positions abroad. The board, therefore, ordered that the grievant's termination be rescinded and that he be reinstated and assigned either in Washington or overseas, with an opportunity to acquire tenure through conversion. ☐

Evaluation report is faulty, board says

516—The grievant, a Foreign Service Reserve officer, with long experience in other U.S. Government agencies, alleged that an evaluation report prepared on his performance as an administrative officer was falsely prejudicial, and improperly led to the proposed termination of his five-year, time-limited appointment. He also claimed that he was denied procedural due process in the conduct of a suitability investigation, both at post and in Washington. As relief, the grievant sought the removal of the contested evaluation report and the recission of the scheduled termination of his time-limited appointment.

The agency maintained that the disputed evaluation report accurately described the grievant's performance; that the proposed termination of the grievant's time-limited appointment was based upon his unsatisfactory performance at post as well as other considerations, including a lack of need for his services, as evidenced in the difficulty in finding an onward assignment for him; and that the grievant's right to due process was not violated in the suitability investigation.

In its findings, the board noted that no charges of misconduct flowed from the suitability investigation conducted, and that the agency was not relying on suitability considerations in proposing to terminate the grievant. Accordingly, the board did not address these claims. Instead, the board viewed as central to the grievance the disputed evaluation report, being convinced that the agency would not have proposed the grievant's termination in its absence. Acknowledging the record to be one of inordinate length, the board restricted its opinion to what it saw as nine evaluation report elements principally in dispute. These elements concerned professional judgment and performance, as well as personal integrity.

In summing up its findings, the board noted that on two of the elements it accepted the criticisms of the grievant as substantiated and properly cited in the evaluation report. In two other elements, the board granted defectiveness to the grievant's conduct, but found substantial fault with the evaluation report. As to the remaining five elements, the board rejected the criticisms in the evaluation report as unsubstantiated, erroneous or unfair.

The board saw the evaluation report as a litany of unremittingly negative comments portraying, explicitly or by suggestion and sometimes without substantiation, an employee of pervasive incompetence and shady dealings. Systematic downtearing, not objective and dispassionate rating, seemed to be the point of departure. The board also noted that the evaluation report was in marked contrast to evaluations done on the grievant both immediately before and after the period in question.

In ordering the disputed evaluation report removed from the grievant's file and his proposed termination rescinded, the board cautioned that it was not saying that the agency was obligated to keep the grievant employed for five years from the date of his limited appointment. Nor was it saying that the grievant was an exemplary employee whose performance called for no improvement. Rather, the board stressed that it viewed the proposed termination of the grievant so inseparably linked with the disputed evaluation report that the quashing of the report must result in the quashing of the proposed termination. ☐

Post high school is adequate, board says

521—The grievant complained that as a result of inadequacies in the U.S. Government-operated post high school, he felt compelled, as had many other parents, to send his sons to a private school in the same city. He asked the agency to authorize an educational allowance to cover tuition for his children.

The agency denied the grievance on grounds that intensive efforts were being made to correct documented shortcomings of the post high school.

As interpreted by the board, standardized Government regulations bar special allowances unless the Government school fails to provide an adequate education. The criterion is whether a child of normal ability can enter the next higher grade in the U.S. public school. The board measured adequacy from various evidence: teacher/student ratios at the post compared favorably with U.S. high schools; the school was accredited by the North Central Association, which withholds such certification from more than half of its applicants; finally, the verbal and mathematical scores of the scholastic aptitude examinations for the junior and senior students substantially exceeded those for public schools in the District of Columbia and the five contiguous counties in Washington and Virginia. Concluding that the post high school had not proven inadequate under existing law and regulation, the board denied the grievance. ☐

15 days' home leave, but no more

526—Upon transfer/reassignment to Washington, the grievant contended that living conditions at his previous post were so severe that he should have been allowed to use all the home leave he had accrued abroad. He pointed out that uniform State/AID/ICA regulations which limit home leave at such times to 15 workdays also give personnel officials authority to grant longer periods of home leave following "service under particularly difficult circumstances." As relief, he asked that he be allowed to use his unused home leave balance during the course of his Washington tour.

The agency denied the grievance on the grounds that the conditions described by the grievant were not significantly more severe than those endured by most Foreign Service employees. It did say, however, that it would consider talking to the other foreign affairs agencies about the possibility of changing this aspect of home-leave policy — an action also requested by the grievant.

The board found no evidence that the agency's denial of the grievant's request was arbitrary, capricious or in violation of applicable law, regulation or published policy. There was no basis, it said, to substitute the board's judgment for that of the agency on the degree of adverse conditions. The board endorsed the agency's statement of intent to discuss the matter with the other agencies, and said coordination to seek uniform interpretation and application of home-leave policy in accordance with the apparent intent of the law is desirable. ☐

Employee was misled on transition costs

530—The grievant asserted that, during his initial hiring process, he incurred a financial loss due to misinformation by agency officials about his entitlement to certain transition expenses. He requested reimbursement for temporary housing costs in his home state, and while in Washington looking for permanent housing.

On investigation, the agency discovered that the grievant had been unwittingly misled. After a study of possible legal and administrative steps for paying the claim, however, the agency concluded that it could spend money only for purposes authorized by statute. Because the expenses at issue were not authorized, the claim was denied. An employee relations officer, however, specifically urged the grievant to consider resort to the grievant mechanism, emphasizing that this action would not reflect adversely upon him.

The board concluded that the grievant had been disadvantaged by false information given him by official representatives of the agency, and that he should not be without remedy. It believed a fair payment under this claim would be half of the amount he claimed. It reasoned that the grievant should not be in a better position than the employees in like circumstances who had not been misled by agency representatives and had to cover their own transition expenses. While the board could not officially sustain the claim, it recommended most strongly to the agency head that he make a determined good faith effort to pay half of the grievant's claim. ☐

Records are wrong: grievant wins case

554—This grievance arose because of an admitted error on the part of the agency. The agency found its records did not reflect the grievant's entry date into Class 7. This, in turn, caused the grievant to be bypassed for a performance evaluation which, if satisfactory, would have entitled him to an automatic promotion, effective the first pay period following his eligibility for promotion. He was, instead, promoted six months later, after his supervisor had submitted the requisite satisfactory work performance rating.

The grievant filed with the board, asking that his promotion be made retroactive (six months) to his correct eligibility date, and that his cost-of-living allowance be adjusted upward for the six month period, to conform to the rank he would have held had he been promoted when he was eligible.

The board found the grievance to be meritorious, and recommended that the retroactive promotion and other requested relief be granted. ■

Almost one out of every three people in the national capital area received services from United Way/United Black Fund agencies last year. ☐

DIPLO-CROSTIC No. 7

BY CAROL BECKER
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's NEWSLETTER. (Ms. Becker's "Diplo-Crostic No. 6" appeared in the October issue; the solution was in the November NEWSLETTER.)

1U	2T	■	3K	4W	■	5H	6Q	7P	■	8T	9K	■	10F	11Q	12N	13L	14J
15U	16K	17S	18M	19G	20R	■	21E	22B	23V	■	24U	25P	26O	27M	28F	29B	30I
31X	32C	33Y	■	34Q	35I	36V	37W	38M	39U	40A	■	41P	■	42C	43I	44F	45M
46H	47W	48O	49S	50X	51P	■	52R	53K	54O	55L	56V	57B	58Y	59C	■	60T	61B
62D	63C	64X	65L	■	66K	67R	68X	■	69J	70S	71O	72G	73C	74B	75T	76Y	77M
78V	■	79H	80U	81D	■	82E	83Y	84N	85F	86P	87A	88B	89S	■	90N	91V	■
92R	93A	94B	95U	96J	■	97X	■	98J	99T	100I	101L	102H	103N	104U	105O	106Y	107M
■	108S	109T	■	110R	111I	112T	113K	114W	115M	■	116W	117L	118H	■	119V	120C	121J
122L	■	123K	124E	■	125V	126C	127P	■	128U	129N	■	130E	131W	132U	133S	■	134G
135Q	136S	137I	■	138E	139V	140X	■	141P	142K	143A	144S	145E	146V	147X	■	148T	149X
150M	151V	■	152P	153D	154B	155J	■	156B	157G	158J	159D	160V	161F	■	162P	163E	■
164Q	165K	166D	167W	168B	169R	■	170I	171K	172P	173U	174W	175F	■	176C	177K	178O	179H
180L	■	181T	182S	183X	184A	■	185A	186B	187P	188D	■	189U	190V	191K	192I	193G	194P
195D	196E	197R	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. Rich source of iron ore	143 184 40 93 185 87
B. Small change	168 22 74 156 94 186 57 61 154 88 29
C. Arthur, Harrison, and McKinley served in it	32 120 73 63 59 176 126 42
D. Opposite of Word L	81 62 166 195 188 159 153
E. Mediocre; nothing to write home about	196 82 124 130 163 138 145 21
F. Halo	161 28 44 10 85 175
G. Pope: "An Essay on Man, Being the First Book of ______ Principles"	193 134 157 72 19
H. Profession of both the predecessor and successor to Word X	179 5 79 118 102 46
I. A clumsy person has two of these	111 43 192 170 100 30 35 137
J. U.S. president	121 14 98 69 96 158 155
K. Earl Warren administered this four times	113 3 66 171 142 191 177 9 165 123 16 53
L. Thomas Gates was Secretary of ______ under Eisenhower	180 65 101 13 117 55 122
M. General location of Word U	107 18 150 115 45 27 38 77
N. Kitchen gadget	103 90 84 129 12
O. Nobelist in Literature	105 26 54 178 71 48
P. Religious affiliation of Word X	86 194 7 141 152 51 162 187 25 172 41 127
Q. Meaning of the prefix "trachy-"	34 164 11 6 135
R. Emotional identification	169 92 52 110 197 67 20
S. Slow and stately Spanish dance	89 108 17 182 49 136 70 133 144
T. Glenn Miller favorite	99 2 109 181 148 112 8 60 75
U. It fell while Eisenhower was president	189 132 95 39 128 1 104 173 24 80 15
V. Huntley and Brinkley were the NBC ______ in 1956	160 78 23 125 119 190 56 146 91 151 139 36
W. Admiral Perry opened this port to U.S. trade in 1854	4 116 174 37 114 131 47 167
X. U.S. president	64 149 147 183 68 50 97 31 140
Y. State flower of New Mexico	33 76 83 106 58

STATE'S OLD STANDBYS SAY 'HI!' ON THE HOLIDAYS

The Department is an agency of transients. Its Foreign Service people are continually being transferred and reassigned. Or they're simply passing through, en route to somewhere. But there are some at State whom all of us recognize — persons you expect to see whenever you arrive here. They can't wait to wish you a happy holiday. *(Photos by Donna Gigliotti)* ☐

Catherine V. Conley**, a receptionist in the C Street Lobby, since that part of the building opened in 1961.** ☐

Jim Bryant **is known to anyone who has ever used the Main State basement parking garage. He has been an attendant there for the past nine years.** ☐

Virginia Butler**, chief of publication distribution, has been with State nearly 38 years. She has also been active in the credit union.** ☐

Dr. ***F. Benedict Lanahan*****, director of the Department Health Unit, began working in the Department in 1966.** ☐

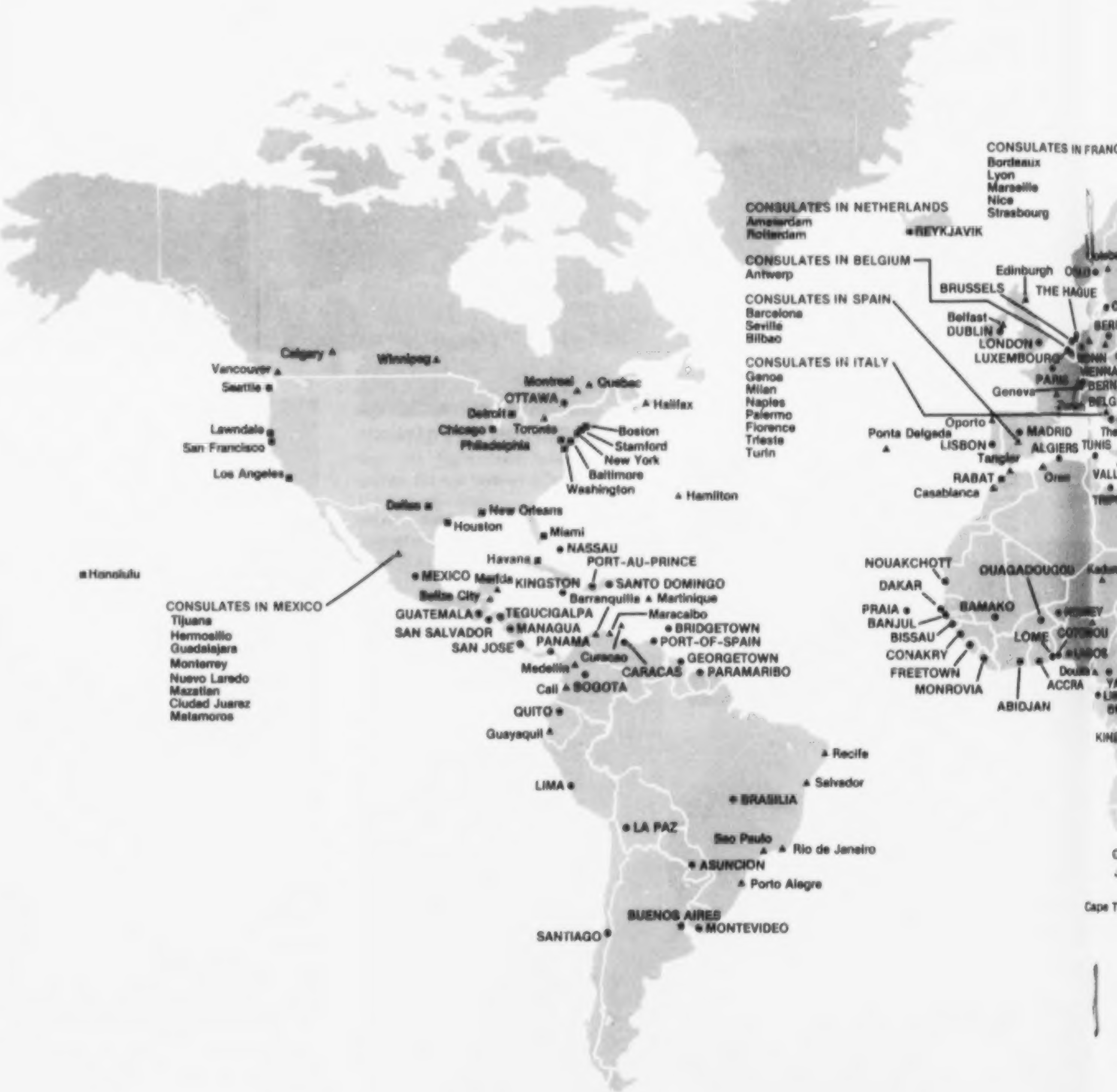
Vera Gordon has been a receptionist in the Office of the Secretary for the past 14 years. ☐

Elizabeth (B.J.) Harper, an adviser on visa and immigration policy, joined the Department in 1952. She was the first president of the Women's Action Organization. ☐

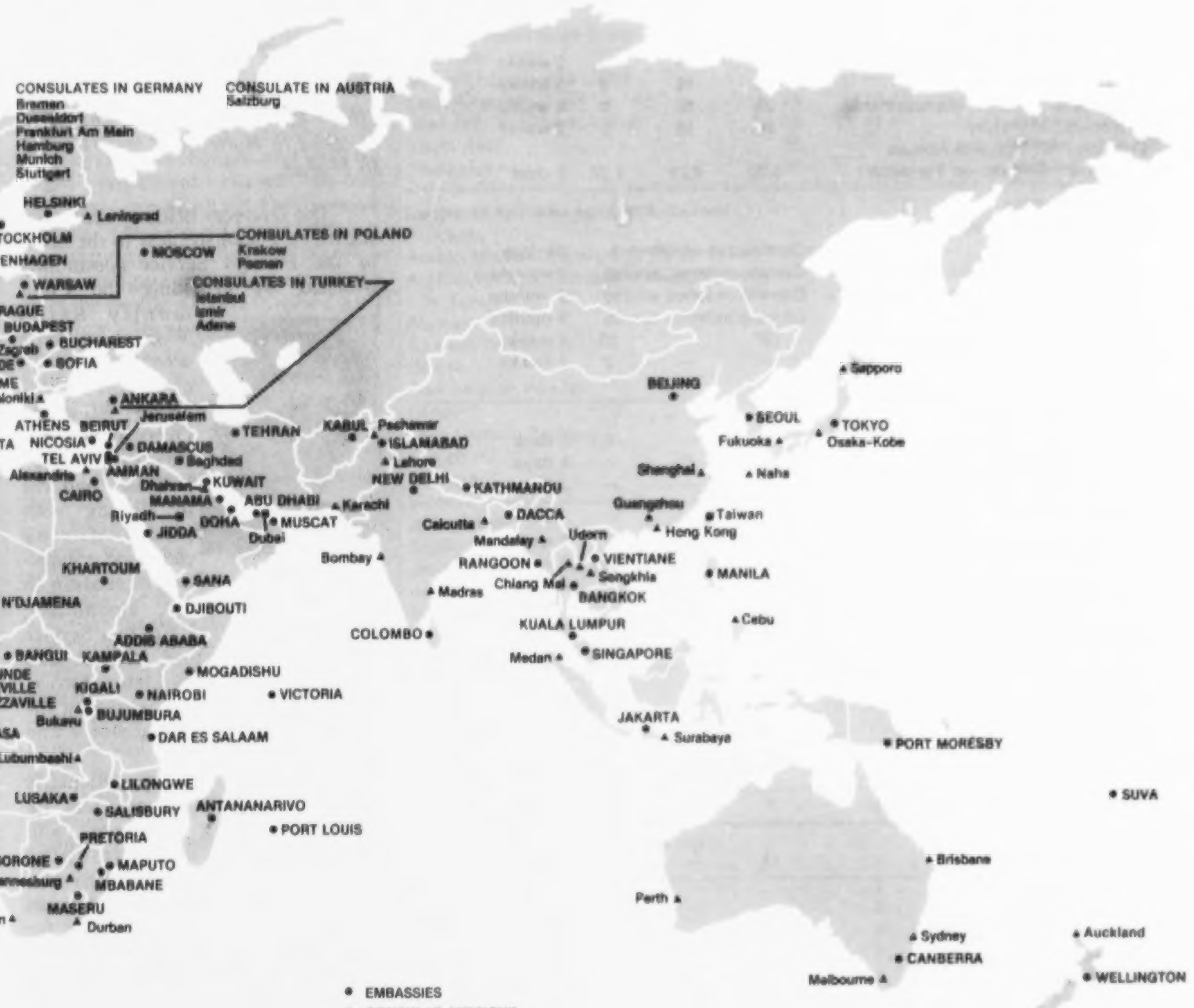
The NEWSLETTER'S "memory bank," *Barney Lester*, joined the staff not long after the first NEWSLETTER was printed in May 1961. ☐

This man's face may not be familiar, but his *name* should be. Take a look at the back of your State identification card. *Joseph E. Rosetti*, chief of domestic security operations, has been with State since 1951. ■

SEASON'S GREETINGS TO ALL OUR COLLEAGUES OUT THERE,


Honolulu
Vancouver
Calgary
Winnipeg
Seattle
Lawndale
San Francisco
Los Angeles
Montreal
Quebec
OTTAWA
Halifax
Detroit
Chicago
Toronto
Philadelphia
Boston
Stamford
New York
Baltimore
Washington
Hamilton
Dallas
New Orleans
Houston
Miami
NASSAU
Havana
PORT-AU-PRINCE
MEXICO
Merida
KINGSTON
SANTO DOMINGO
Belize City
Barranquilla
Martinique
GUATEMALA
TEGUCIGALPA
Maracaibo
SAN SALVADOR
MANAGUA
BRIDGETOWN
SAN JOSE
PANAMA
PORT-OF-SPAIN
Curacao
GEORGETOWN
Medellin
CARACAS
PARAMARIBO
Cali
BOGOTA
QUITO
Guayaquil
CONSULATES IN MEXICO
Tijuana
Hermosillo
Guadalajara
Monterrey
Nuevo Laredo
Mazatlan
Ciudad Juarez
Matamoros
Recife
Salvador
LIMA
BRASILIA
LA PAZ
Sao Paulo
Rio de Janeiro
ASUNCION
Porto Alegre
BUENOS AIRES
MONTEVIDEO
SANTIAGO
CONSULATES IN NETHERLANDS
Amsterdam
Rotterdam
REYKJAVIK
CONSULATES IN BELGIUM
Antwerp
CONSULATES IN SPAIN
Barcelona
Seville
Bilbao
CONSULATES IN ITALY
Genoa
Milan
Naples
Palermo
Florence
Trieste
Turin
Edinburgh
BRUSSELS
THE HAGUE
Belfast
DUBLIN
LONDON
LUXEMBOURG
BONN
PARIS
Geneva
Zurich
Oporto
Ponta Delgada
MADRID
LISBON
ALGIERS
TUNIS
Tangier
RABAT
Oran
Casablanca
NOUAKCHOTT
OUAGADOUGOU
DAKAR
PRAIA
BAMAKO
BANJUL
NIAMEY
BISSAU
LOME
COTONOU
CONAKRY
LAGOS
FREETOWN
Douala
MONROVIA
ACCRA
ABIDJAN

ND THEIR FAMILIES, AT ALL OUR POSTS AND IN THE UNITED STATES


CONSULATES IN GERMANY
Bremen
Duesseldorf
Frankfurt Am Main
Hamburg
Munich
Stuttgart
CONSULATE IN AUSTRIA
Salzburg
HELSINKI
Leningrad
TOCKHOLM
ENHAGEN
MOSCOW
CONSULATES IN POLAND
Krakow
Poznan
WARSAW
CONSULATES IN TURKEY
Istanbul
Izmir
Adana
RAGUE
BUDAPEST
Zagreb
BUCHAREST
DE
SOFIA
ME
loniki
ANKARA
Jerusalem
ATHENS
BEIRUT
TA
NICOSIA
DAMASCUS
TEL AVIV
Baghdad
Alexandria
AMMAN
CAIRO
Dhahran
KUWAIT
MANAMA
ABU DHABI
Riyadh
DOHA
MUSCAT
JIDDA
Dubai
TEHRAN
KABUL
Peshawar
ISLAMABAD
Lahore
NEW DELHI
Karachi
KATHMANDU
Calcutta
DACCA
Bombay
Mandalay
RANGOON
Udorn
VIENTIANE
Songkhla
Chiang Mai
BANGKOK
Madras
COLOMBO
KUALA LUMPUR
Medan
SINGAPORE
JAKARTA
Surabaya
BEIJING
Shenghai
Guangzhou
Hong Kong
Taiwan
MANILA
Cebu
SEOUL
Fukuoka
Sapporo
TOKYO
Osaka-Kobe
Naha
KHARTOUM
SANA
N'DJAMENA
DJIBOUTI
ADDIS ABABA
BANGUI
KAMPALA
MOGADISHU
NDE
VILLE
KIGALI
NAIROBI
VICTORIA
ZAVILLE
Bukavu
BUJUMBURA
SA
DAR ES SALAAM
Lubumbashi
LILONGWE
LUSAKA
SALISBURY
ANTANANARIVO
PORT LOUIS
PRETORIA
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MAPUTO
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MBABANE
MASERU
n
Durban
PORT MORESBY
SUVA
Brisbane
Perth
Sydney
CANBERRA
Melbourne
Auckland
WELLINGTON

- ● EMBASSIES
- ▲ CONSULAR MISSIONS
- ■ OTHER OFFICES AND MISSIONS

(Most U.S. Missions are represented on this map)

EDUCATION AND TRAINING

Schedule of courses at Foreign Service Institute

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Administrative training				
Administrative CORE (formerly Administrative Operations)	5	16	—	3 weeks
General Services Operation	26	16	9	3 weeks
Budget and Financial Management	26	16	9	6 weeks
Personnel Laboratory	26	16	9	2 weeks
Copying With Violence Abroad (formerly Seminar on Terrorism)	5,22	9,23	9,23	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law & Visa Operations	Correspondence course			9 months
Nationality Law & Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	19*	—	23	4 weeks
Consular Employees Professional Seminar	—	—	9	2 weeks
*tentative				
Executive development				
Analytic Reporting Skills	18	—	8	5 days
Supervisory Studies Seminar	—	8	—	5 days
Executive EEO Seminar	27	—	—	1 day
Political training				
Analytic Reporting Skills	—	—	2	2 weeks
Foreign Affairs Interdepartmental Seminar	12	—	—	2 weeks
Techniques of Negotiations	—	—	16	8 days
Multilateral Diplomacy	—	23	—	1 week
Political-Military Affairs	26	—	—	1 week
Working with the Press	—	—	2	4 days
Orientation				
Foreign Service Secretarial Orientation	—	9	—	5 days
Departmental Clerical Orientation	12	9	9	5 days
Departmental Officer Orientation	20	—	17	2 days
Foreign Service Orientation	19	—	16	1 week
Foreign Service officer orientation	7	—	4	7 weeks
Secretarial skills				
Basic Office Skills	12	—	16	8 days
Clerical training				
Beginning Stenography	13	—	—	9 weeks
Intermediate Stenography	13	—	—	9 weeks
Advanced Stenography	12	—	—	10 weeks
Intermediate Typewriting	12	—	—	4 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			3 hours
Communication skills				
English and Communication Skills	—	10	—	10 weeks
Speech and Oral Communications	12	—	—	10 weeks
Elementary English Skills	13	—	—	6 weeks
Basic Writing Skills	—	—	2	5 weeks
Courses for managers				
Effective Writing in International Affairs	—	9	—	6 days
Workshop for foreign service families				
Workshop for Foreign Service Families	12	—	9	2 weeks
Going Overseas	—	7,18	7,18	1 day

—(*Continued on next page*)

Woman finds workshop on community skills a worthwhile course

BY JAN B. WALLEN

The author is the wife of consular officer Richard H. Wallen. They were assigned to Rotterdam; they're going to Prague.

The Overseas Briefing Center has shown its responsiveness to the needs of the Foreign Service community overseas by providing the Community Skills Workshop. The workshop was conducted November 3-6 at the Overseas Briefing Center. Topics included patterns of coping with stress during childhood, recognition of needs in an overseas community, alcoholism, stresses which affect Foreign Service families, the structure, purpose and services of the Family Liaison Office, and issues of concern regarding the single Foreign Service employee and senior spouse.

Mrs. Wallen

I found the workshop particularly helpful because the focus was on current, ongoing concerns, and emphasis was on developing sensitivities to some problems and situations which may occur in an overseas community, and skills for recognizing and dealing with them. The workshop should be especially helpful for someone who is to become a Family Liaison Office coordinator at an overseas post.

But anyone who participates would benefit from it.

It is difficult to single out workshop sessions that were more informative than others, but three stand out in my mind. The sessions on alcoholism (conducted by Betty Ann Weinstein, clinical social work consultant) contained a great deal of information which would benefit many people, both overseas and in the

United States. Ms. Weinstein discussed the nature and effects of alcohol, alcoholism and, more importantly, how we can deal with difficult or touchy situations we may find ourselves in. I feel the information presented in the community assessment session (conducted by Deena Flowers, psychiatric social worker, Medical Division, Department of State) will be directly applicable because Ms. Flowers discussed principles involved in making effective changes, and ways we might implement changes in an overseas community. The session entitled "The Family Liaison Office as a Response to Foreign Service Concerns" gave us the opportunity to meet the people who are involved with Foreign Service concerns and problems, and to find out some of the services available to us. It meant a lot to me to be able to meet the people whose names I had read so often, and to know that they are dealing with so many real concerns of Foreign Service personnel and families.

Experiences and questions from people overseas, or those who are going overseas, are helpful to the Overseas Briefing Center personnel who plan the workshops, because they want to meet the needs of the Foreign Service community. The next Community Skills Workshop will be held March 30-April 2. Registration requests and questions or information may be addressed to Fanchon Silberstein, coordinator, Overseas Briefing Center, Foreign Service Institute (235-8784). □

How to join discussion group on U.S. foreign policy

Members of the foreign affairs community and their families may learn more about foreign policy issues by joining the Great Decisions discussion program, sponsored nationally by the nonprofit Foreign Policy Association and locally by American University. The topics for 1981 are: "The United States and the Soviet Union: Dilemmas of Power and Peace"; "From Cairo to Kabul: Oil, Islam, Israel—and Instability"; "China After Normalization: How

—*(Continued from preceding page)*

English Teaching Seminar	—	2	—	1 week
Community Skills	—	—	30	1 week

Area studies and language training

Area studies				
Africa, Sub-Sahara	26	23	—	2 weeks
Western Europe	26	—	23	2 weeks
People's Republic of China	—	—	23	2 weeks
East Asia	26	—	—	2 weeks
Eastern Europe and USSR	26	—	23	2 weeks
Latin America	26	23	—	2 weeks
Near East and North Africa	26	23	—	2 weeks
South Asia	26	—	—	2 weeks
Southeast Asia	26	—	—	2 weeks
Language and advanced area courses				
Afrikaans	—	9	—	24 weeks
Arabic, Modern Standard	—	9	—	24 weeks
Arabic, Modern Standard (Advanced, in Tunis)	—	9	—	12/15 months
Bengali	—	9	—	24/44 weeks
Chinese (Standard)	—	9	—	24 weeks
Danish	—	9	—	24 weeks
Dari (Afghan Persian)	—	9	—	24 weeks
Dutch	—	9	—	24 weeks
Farsi (Iranian Persian)	—	9	—	24 weeks
French	12	9	9	20 weeks
German	—	9	—	20 weeks
Greek	—	9	—	24 weeks
Indonesian	—	9	—	32 weeks
Italian	—	9	—	20 weeks
Japanese (Advanced in Yokohama)	—	9	—	12/15 months
Japanese	—	9	—	24 weeks
Norwegian	—	9	—	24 weeks
Polish	—	9	—	24 weeks
Portuguese	—	9	—	20 weeks
Romanian	—	9	—	24 weeks
Russian	—	9	—	24 weeks
Serbo-Croatian	—	9	—	24 weeks
Spanish	12	9	9	20 weeks
Swahili	—	9	—	24 weeks
Swedish	—	9	—	24 weeks
Thai	—	9	—	24 weeks
Familiarization and short-term (fast) courses				
Chinese	—	2	—	6 weeks
French (Metrop.)	5	9	16	10 weeks
French (Sub-Sah.)	5	9	16	10 weeks
German	—	9	—	10 weeks
Italian	—	9	—	10 weeks
Polish	—	—	9	6 weeks
Portuguese (L.A.)	—	9	—	10 weeks
Portuguese (Eur.)	—	9	—	10 weeks
Russian	12	—	—	6 weeks
Spanish (L.A.)	5	9	16	10 weeks
Spanish (Eur.)	5	9	16	10 weeks
Turkish	—	—	9	6 weeks
Early morning language classes				
French	—	23	—	17 weeks
German	—	23	—	17 weeks
Italian	—	23	—	17 weeks
Portuguese	—	23	—	17 weeks
Russian	—	23	—	17 weeks
Spanish	—	23	—	17 weeks □

Good a Friend for the U.S.?"; "South Africa: Can Race War Be Avoided?"; "Central America and the Caribbean: New Political Earthquake Zone"; "Food: Humanity's Need, America's Interest"; "Made in the U.S.A.: Is U.S. Competitiveness Slipping?"; and "The World in 1981."

James Roush, an AID retiree, is the contact for Foreign Service personnel and retirees who seek to start a discussion group at post or in their home communities. He has a list of Great Decisions coordinators around the nation, and he is community coordinator for northern Virginia.

For information, write to Mr. Roush at P.O. Box 244, Arlington, Va. 22210, or telephone 528-4553. Gene Solon, 484-1184, is coordinator for the District of Columbia. John Erskine, 530-8152, is coordinator for Maryland. ☐

Interdepartmental seminar is set for January 12

The next session of the Foreign Affairs Interdepartmental Seminar is to be held at the Foreign Service Institute, January 12-23. Deadline for applications is January 2.

Speakers and discussion leaders from the Government, foreign embassies in Washington, universities and business will review foreign and national security problems, domestic factors affecting policy, and international issues such as food, population and energy. The session will also discuss modernization and development in the Third World, multilateral diplomacy, and the north-south dialogue.

Eligible for the two-week course are Government employees involved in foreign or national security affairs—or those interested in these matters. Preference will be given to Foreign Service officers at Class 4 or above; Civil Service employees at GS-13 or above; or those having the military equivalent ranks of lieutenant colonel, commander, or above. Information may be obtained from course coordinator Edward A. Mainland, or program assistant June Callahan (703) 235-8776. ☐

CONSULAR AFFAIRS—Assistant Secretary *Diego C. Asencio* meets with students in the advanced consular course. Left to right: *Richard McCoy*, special assistant; *John St. Denis*, Mazatlan; *Imogene Karawa*, Foreign Service Institute; *Edward Burns*, Immigration and Naturalization Service; *Thomas Cairns*, Helsinki; *Anthony Arredondo*, Zagreb; *Ronald Ayers*, Boston Passport Agency; *Kathleen Ward*, Office of Passport Serv *Gwendolyn Coronway*, Montreal; Asencio; *Robyn Bishop*, Kuwait; *Eliza Powers*, Office of Refugee Progr *Richard Miller*, Immigration Naturalization Services; *Donald Par* Santiago; *Fernando Sanchez*, Ciu Juarez; and *Jake Dyles*, Office of Services. ■

Answers to quiz

(See Page 10)

1. Shorthand was invented in 638 B.C. by M. Tullius Tiro, to take down speeches by Cicero.

2. Double-entry bookkeeping seems to have been developed by the people of northern Italy in the 14th and 15th centuries, during a period of commercial expansion.

3. The first recorded patent for a typewriter was taken out in England by Henry Mill in 1714. In the United States, the "typographer" of William A. Burt was patented in 1829. It was the first practical writing machine, and was used mostly by the blind: it produced embossed writing. The first practical commercial typewriter, invented in the United States in 1867, was manufactured by Philo Remington and placed on the market in 1874. This model had only capital letters. Electric typewriters came into use about 1935. The modern Selectric was introduced by IBM in 1961.

4. The microphone was developed independently about 1877 by Emile Berliner, David Hughes and Thomas Edison.

5. The ballpoint pen wa introduced about 1944.

6. The telephone was invente by Alexander Graham Bell, an patented by him in 1876 and 187

7. Samuel F. B. Morse is give credit for inventing the telegrap but so many phases had bee anticipated by others that Morse originality has been questione Morse demonstrated his telegrap to Congress in 1844.

8. *Teletype* is a trade name fo a teletypewriter, which wa invented in 1904.

9. In 1895, Guglielmo Marco gave a demonstration of "wirele telegraphy." In 1901, Marconi se the letter "S" across the Atlantic.

10. The first informatio processing digital comput actually built was the Automat Sequence Controlled Calculator, Mark I computer. It was complete in 1944, designed by an America engineer, Howard Aiken. In th 19th century, British math matician Charles Babbag designed, but did not build, a devi capable of processing informatio the way a modern comput does. ☐

American diplomacy 1780

BY JAN K. HERMAN

DECEMBER 1780

A QUESTION OF NERVE

The sixth winter of the Revolution has begun. In the north, the Continental Army is again in winter quarters. Pennsylvania troops occupy the same huts they built last year in Morristown. Another brigade is near Albany, and the remainder of the army garrisons West Point and the surrounding countryside. The French fleet and whatever troops have thus far arrived in America remain at Newport. The British fleet winters at Gardiner's Bay, off eastern Long Island, close enough to Rhode Island to keep the French where they are.

General Washington schedules a massive, coordinated assault on New York City for the 5th, but cancels it; the enemy is too strong and the American army too weak. Provisions are low and funds nonexistent. On the 10th, he writes to Gouverneur Morris explaining his decision. "I found the means inadequate. . .and it was with difficulty I could remove the army to its places of cantonment where it would be well for the Troops, if like chameleons, they could live upon air, or like the Bear, suck their paws for sustenance during the rigour of the approaching season."

A few days later, he pens a letter to the President of Congress expressing his feelings on the state of foreign affairs. London, he says, now increasingly isolated by the countries of Europe, can be expected to take out its frustration on America. "Britain. . .can make no impression upon them, and she will therefore bend her own force against us, in hopes of possessing herself of such an extent of territory in America, as will enable her to insist upon terms, should a negotiation take place, which may be highly derogatory to the honor and interests of these States."

In Europe, the Laurens affair and the probability of Dutch belligerency dominate the news. On the 3rd, Franklin reports the latest developments to Congress. He also expresses his outrage over the taking of a neutral Portuguese vessel by a Massachusetts privateer. "I hope the Congress may think fit to take some notice of this affair, [and] give orders to our cruisers not to meddle with neutral ships for the future. . ." Such activities will neither win new friends nor give credence to America's claim of support for the armed neutrality.

At his listening post in Amsterdam, John Adams continues to sense that his nation's fortunes in the Low Countries have never been lower. The reasons, he is told, have to do with the dismal news from America—the loss of Charleston, Gates' defeat, Arnold's desertion, and the total inactivity of the French and Spanish fleets. Yet the truth is all too obvious. Britain's ultimatum of last month ". . .terrified them more than I ever saw any part of America intimidated in the worst crisis of her affairs." On the 9th, he writes a letter to a prominent Dutch businessman in which he bitterly attacks Holland's self-serving business community and seriously questions that nation's nerve. The Dutch government has cooled toward the United States, not because of reverses on American battlefields but because of the Laurens affair. "Every one dreads the resentment of the British party, and no one dares to stand forth in opposition to it. So be it. . .Time will show them how much wisdom there is in their unfeeling sacrifice of every sentiment and every principle upon the altar of Mammon. The less America has to do with such people the better it will be for her."

(One of a series)

On the last day of the year, depressed over his lack of progress, Adams forlornly writes to the President of Congress: "I beg leave to take my leave of Congress for the year 1780, which has been to me the most anxious and mortifying year of my whole life." The only hope America has, he feels, is for Britain to declare war. Such an event ". . .will drive this republic into the arms of France, Spain, and America." Holland will then "demand the aid of Russia, Sweden, Denmark, and Prussia, in pursuance of the treaty of armed neutrality." Unknown to him, Britain has already obliged. What began almost six years ago as a local American insurrection may soon plunge all of Europe into war. ■

PERSONNEL: Civil Service

PROMOTIONS

GS-15

John L. McGruder Jr., International Narcotics Matters.

GS-14

Leroy W. Donahue Jr., Information Systems Office, User Support Services Staff; **Thomas Arthur Johnson**, Office of Legal Adviser for UN Affairs.

GG-14

Walter Rast Jr., International Joint Commission.

GS-13

Theodore W. Kassinger, Office of Legal Adviser for Economic and Business Affairs.

GS-12

Diane D. DeVico, Office of Management Operations; **Cynthia S. Dearing**, Bureau of Personnel; **Bobbie Houston** and **Paula J. Scheffer**, Bureau of Administration.

GS-11

Janice Eastman Adams, **Joann G. Alba** and **Annie Ruth Maddux**, Office of Operations, Foreign Affairs Information Management Division; **Domenick F. Iacovo**, Office of the Comptroller.

GS-9

Bradley A. Bartlett and **William T. Duncan**, Intelligence and Research; **Timothy Egert**, Office of Operations, Foreign Affairs Information Management Division; **Stephanie Ewasko**, Bureau of Personnel; **Josetta Marshall Hampton**, Foreign Service Institute; **Susan R. Pittman**, Office of the Secretary, Press Office; **Betty L. Thomas**, Equal Employment Opportunity Office.

GG-9

Estelle R. Aubin and **Rose Tagliaferro**, U.S. Mission to UN.

GS-8

Christine Hanson, Politico-Military Affairs.

GS-7

Dolores Mae Brotherton, European Affairs, Canadian Office; **Cecelia A. Cooper** and **Mattie E. Dawkins**, Office of the Comptroller, Finance Office; **Kathryn E. Frey**, Foreign Service Institute; **Gloria J. Lee**, Consular Affairs; **Rosemarie F. Loomis**, Passport Office, New Orleans; **Mary K. Rydell**, Bureau of Administration; **Laverne Solomon**, Near Eastern and South Asian Affairs; **David L. Stone**, Bureau of Personnel; **Eileen D. Verity**, Office of Operations, Facilities Management and Administrative Services.

GS-6

Pamela D. Johnston, Near Eastern and South Asian Affairs; **Delphine R. Jordan**, Bureau of Public Affairs, Office of Public Communication; **Sheron L. Makell**, Office of Inspector General; **Denis P. Noonan**, Medical Services; **Deborah E. Snipes**, Office of the Comptroller.

GS-5

Trilla W. Mangum and **Sabiha M. Stephens**, Economic and Business Affairs; **Janice V. Martin**, Office of Security, Threat Analysis Group.

GS-4

Luberta Abraham, Office of the Department Executive Director; **Antoinette Y. Coates**, Office of Operations, Foreign Affairs Information Management Division; **Eunice Y. Edwards** and **Diane J. Reaves**, Foreign Service Institute.

GS-3

Armenta Von Kirby and **Loretta Neal**, Passport Office, Washington; **Steven R. Knowles**, Passport Office, Miami; **Suzette Millett**, Office of Security, Case Control and Processing Branch; **Phyllis Ann Zoetis**, Foreign Service Institute.

NEW APPOINTMENTS

Adams, Lamay B., Administrative and Clerical Pool

Alvarez, Modesto, Cuban/Haitian Task Force

Ansted, Philip, Office of Comptroller, Finance Office

Aragon, Margaret G., Cuban/Haitian Task Force

Arnold Jr., Millard Walter, Human Rights and Humanitarian Affairs

Avalos, Guadalupe, Cuban/Haitian Task Force

Barnes, Donald C., Cuban/Haitian Task Force

Batts, Anita R., Office of Comptroller, Finance Office

Bean, Sandra Lee, Cuban/Haitian Task Force

Beltran, Luis, Cuban/Haitian Task Force

Boyer, Toni Harriett, Cuban/Haitian Task Force

Brooks, William, Office of Operations, Facilities Management and Administrative Services

Brown, Andre E., Office of Security, Document Storage and Retrieval Branch

Brucheel, Marguerite-Alice, Cuban/Haitian Task Force

Burgess, Glenda L., Office of Comptroller

Bush, Ernest Robert, Cuban/Haitian Task Force

Caldwell, Katharine L., Cuban/Haitian Task Force

Campa, Ramon L., Cuban/Haitian Task Force

Clark, Clara D., Cuban/Haitian Task Force

Clodfelter, Mark A., Office of Under Secretary for Political Affairs

Collazo, Amado, Cuban/Haitian Task Force

Collins III, James H., Cuban/Haitian Task Force

Cracouaner, Marianne D., Cuban/Haitian Task Force

Danaher, Michael J., Office of Legal Adviser

De Los Rios, Lourdes C., Cuban/Haitian Task Force

De Ruffieu, Celine, Cuban/Haitian Task Force

Del Castillo, Siro, Cuban/Haitian Task Force

Del Valle, Harry, Cuban/Haitian Task Force

Devonshire, James Leroy, Cuban/Haitian Task Force

Devonshire, Marlene Marie, Cuban/Haitian Task Force

Diaz, Julio, Cuban/Haitian Task Force

Dichter, Phyllis L., Cuban/Haitian Task Force

Dimaria, Josephine, Cuban/Haitian Task Force

Dockery, Sharon R., Administrative and Clerical Pool

Douyon, Guy R., Cuban/Haitian Task Force

Duplan, Robert, Cuban/Haitian Task Force

Ellerbe, Arthur Wendell, Cuban/Haitian Task Force

Fisher, Joel L., International Joint Commission

Font, Benedictina, Cuban/Haitian Task Force

Font, Ruben, Cuban/Haitian Task Force

Fuentes, Martha, Cuban/Haitian Task Force

Gabrielson, Carolyn M., Office of Comptroller

Garcia, Ibis Isabel, Cuban/Haitian Task Force

Garcia, Lourdes, Cuban/Haitian Task Force

Gavin, Joseph James, Cuban/Haitian Task Force

Gonzalez, Wanda, Cuban/Haitian Task Force

Graham, James F., Cuban/Haitian Task Force

Graves, Cynthia Wood, Cuban/Haitian Task Force

Hardman, Scott L., Cuban/Haitian Task Force

Harmon, William R., Communications Center

Hertzberg, David Arnold, Intelligence and Research

Holobaugh, Gregory, Communications Center

Hurwicz, Maxim Daniel, Cuban/Haitian Task Force

Irvin, Philomena C., Cuban/Haitian Task Force

Jackson, Georgette, Cuban/Haitian Task Force

Jarvis, Charles W., Cuban/Haitian Task Force

Jimenez, Luis, Cuban/Haitian Task Force

Johnson Jr., Harry Thomas, Cuban/Haitian Task Force

Jones, Vanessa Renee, Office of Security, New York Field Office

Jose, Robert W., Administrative and Clerical Pool

Joseph, Elsie G., Office of Operations, Supply and Transportation Division

Koeneman, Charles F., Office of Comptroller, Finance Office

Laroche, Jay Emmanuel, Cuban/Haitian Task Force

Latortue, Vertulie A., Cuban/Haitian Task Force

Ledan, Patrick, Cuban/Haitian Task Force

Lewis, Cynthia M., Administrative and Clerical Pool

Ling, Juanita Cline, Office of Security, Miami Field Office

Lo Pez, Marta C., Cuban/Haitian Task Force

Lopez, Charles J., Cuban/Haitian Task Force

Madureira, Rosa, Cuban/Haitian Task Force

Maiorana, Denise A., U.S. Mission to UN

Mansfield Jr., Charles G., Office of Comptroller, Finance Office

McGoldrick, Myra J., Cuban/Haitian Task Force

McNulty, Frederick Lynn, Office of Inspector General

Mikeal, Gwendolyn B., Cuban/Haitian Task Force

Miller, Eugene Daniel, Cuban/Haitian Task Force

Miller, James E., Office of Historian

Miller, Peter Ames, Cuban/Haitian Task Force

Miranda, Sonia B., Cuban/Haitian Task Force

Mon, Sonia, Cuban/Haitian Task Force

Monares, Aida C., Cuban/Haitian Task Force

Moreno, Janice, Cuban/Haitian Task Force

Morgan, Merle V., Office of Security, Washington Field Office

Morikawa, Lynn M., Passport Office, Honolulu

Morris, Diana L., Office of Legal Adviser for Inter-American Affairs

Morrow, Richard J., Cuban/Haitian Task Force

O'Keefee Jr., Charles B., Cuban/Haitian Task Force

Oglesby, Danny Albert, Cuban/Haitian Task Force

Otazo, Patricia D., Cuban/Haitian Task Force

Perdomo, Concepcion, Cuban/Haitian Task Force

Petit, Constant, Cuban/Haitian Task Force

Phillips, Frank H., Cuban/Haitian Task Force

Ramos, Maria, Cuban/Haitian Task Force

Rife, Marlene M., Office of Security, Foreign Operations Division

Robitaille, Patrice T., Economic and Business Affairs

Rodriguez, Ileana, Cuban/Haitian Task Force

Rodriguez, Miguel Angel, Cuban/Haitian Task Force

Romero, Salvador A., Cuban/Haitian Task Force

Rusch, Theresa L., Human Rights and Humanitarian Affairs

Salter, Bonnie J., Administrative and Clerical Pool

Sanchez, Bartolomeo D., Cuban/Haitian Task Force

Santiago, Nancy, Cuban/Haitian Task Force

Scanlon, Michael B., International Joint Commission

Schaffer, Edith P., Office of Operations, General Services Division

Schwartz, Jonathan B., Office of Legal Adviser for African Affairs

Simons, Anne Patricia, Office of Legal Adviser for Treaty Affairs

Smith, Mia H., Foreign Service Institute

Stafford, David F., Cuban/Haitian Task Force

Stark, Lawrence J., Cuban/Haitian Task Force

Stell, Patrick Peter, Cuban/Haitian Task Force

Stout, Patricia Ann, Office of Communications, Programs and Engineering Division

Tait, Susan T., Management Operations Division

Talner, Lauren D., U.S. Mission to UN

Tarajano, Juan Jose, Cuban/Haitian Task Force

Tashman, Helena Maria, Cuban/Haitian Task Force

Taylor, Barbara Darmstadt, Cuban/Haitian Task Force

Trottie, Janice Marie, Passport Office, Houston

Valdes, Jose Antonio, Cuban/Haitian Task Force

Vazquez, Joe, Cuban/Haitian Task Force

West, Kevin F., Pouch and Courier Operations

White, Carlton Philip, Cuban/Haitian Task Force

White, Durie Neumann, Office of Deputy Secretary of State

Wicker, Linda E., Office of Comptroller, Finance Office

Xantus, Frantz, Cuban/Haitian Task Force

Yacintke, Ginette, Cuban/Haitian Task Force

Yanagida, Joy A., Office of Legal Adviser

York, Paul Nicholas, Cuban/Haitian Task Force

REASSIGNMENTS

Adams, Lisa B., Administrative and Clerical Pool to Office of Security, Records Services Division

Alexander, Judith M., Intelligence and Research to Office of Interagency Task Force on Law of the Sea

Coia, Rena C., Administrative and Clerical Pool to European Affairs

Eatmon, Frederica P., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs

Hayden, Theresa A., Administrative and Clerical Pool to Office of Security, Washington Field Office

Howe, Perlan M., Administrative and Clerical Pool to Bureau of Personnel

Milne, Kathleen B., Administrative and Clerical Pool to Near Eastern and South Asian Affairs

Putnam, Dawn Marie, Office of Operations, Supply and Transportation Division to Operations Center

Utz, Tina L., Administrative and Clerical Pool to Office of Security, Records Services Division

RESIGNATIONS

Abdalla, Shauna, Office of the Secretary, Policy Planning Staff

Alexander, Linda M., Pouch and Courier Operations Division

Artis, Mildred L., East Asian and Pacific Affairs

Ayala, Yolanda, Passport Office, Boston

Balton, Rhonda A., Office of Operations, Foreign Affairs Information Management

Barrett, Ann Mary, Passport Office, Stamford

Baugham, Cheryl D., Near Eastern and South Asian Affairs

Benezet, Julia E., International Joint Commission

Bennett, Nancy M., Passport Office, Stamford

Biegel, Joseph D., Office of Operations, Facilities Management and Administrative Services

Blandford, Kristin A., East Asian and Pacific

Affairs

Boarman, Dorothy F., Inter-American Affairs

Bodine, Anne C., Office of the Department Executive Director

Bolka, Kim A., Visa Office

Botz, Elaine Geralyn, Office of the Comptroller

Breidenbach, Paul A., Inter-American Affairs

Broyles, Cheryl L., Passport Office, San Francisco

Campbell, Mary F., Bureau of Personnel

Churchwell, Nyle A., Passport Office, Houston

Curtis, Celia D., Office of the Department Executive Director

Daniel, Jacquelyn A., Office of the Department Executive Director

Davis, Patricia L., Office of the Department Executive Director

Dukes, Renee Lavern, Passport Office, Stamford

Eason, Cheryl Robinson, Passport Office, Accounting and Statistics Branch

Eberle, Mary Constance, Passport Office, Seattle

Fagan, Leeanne, Office of the Department Executive Director

Feldman, Mary-Ann Cassidy, Passport Office, Philadelphia

Files, Terri B., Office of the Comptroller

Fleming, Edith Michele, Office of the Comptroller, Finance Office

Ganzkow, Laurie Theresa, Economic and Business Affairs

Garner, Cynthia Ann, Office of the Department Executive Director

Gates, Marvin E., Bureau of Administration, Executive Office

Gershenson, Suzan R., Economic and Business Affairs

Ginsberg, Marc Charles, Office of Under Secretary for Management

Grigsby, Carol A., President's Commission for a National Agenda for the '80s

Gruner, Violet L., Passport Office, San Francisco

Gugino, Joanne C., Secretariat Staff

Guth, Michael A.S., Office of the Department Executive Director

Haney, Ceresa L., Office of the Department Executive Director

Hart, Olivia Marie, Passport Office, New Orleans

Hess, Margaret A., Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff

Holcomb, Patricia E., Office of Security

Hughes, Nancy M., Office of the Department Executive Director

Janicki, Susan E., Inter-American Affairs

Jenkins, Anthony C., Consular Affairs

Johnson, Kim, Passport Office, Washington

Jones, Evan M., European Affairs

Kelly, Eileen Margaret, Passport Office, Stamford

Koffman, Boyd M., East Asian and Pacific Affairs

Lancaster, Carla Aletha, Office of Security, Washington Field Office

Lastowski, Frank Joseph, Passport Office, Stamford

Lauderdale, Teresa J., Passport Office, Records Branch

Levin, Ellen Roberta, Inter-American Affairs

Martin, Susan Elizabeth, Office of the Department Executive Director

McCarthy, Eileen P., Office of Chief of Protocol

McLaughlin, Gloria A., East Asian and Pacific Affairs

Misey, Johanna L., International Organization Affairs

Nagelhout, Martha June, International Narcotics Matters

Nolan, Christian T., Economic and Business Affairs

Novak, Lisa C., East Asian and Pacific Affairs

O'Leary, Laurence B., International Joint Commission

Pedrick, Aleta Elizabeth, Office of the Comptroller

Peterson, Sheryl Lynn, International Narcotics Matters

Pfleghardt, Elizabeth F., Office of the Department Executive Director

Powell, Janise Lorraine, Office of the Comptroller, Finance Office

Proctor, Kimberly U., Office of Security, Washington Field Office

Rachels, Susan Heather, Foreign Service Institute

Raicht, Eileen M., Office of the Department Executive Director

Raley, Kathleen Marie, Office of the Comptroller, Finance Office

Ramsey, Stephen D., Office of the Department Executive Director

Rando, Anna M., Office of Security, Document Storage and Retrieval Branch

Ratliff, George W., Passport Office

Roesser, Mary F., Office of the Comptroller

Sabanegh, Edgar F., Office of the Comptroller, Finance Office

Sarauskas, R. George, Office of Under Secretary for Political Affairs

Sauve, Phyllis C., Office of Refugee Programs

Schlattman, Laura Anne, Office of Refugee Programs

Scribner, Richard Allen, Office of Under Secretary for Security Assistance, Science and Technology

Shea, Marie T., Bureau of Administration, Personnel Management Division

Smith, Douglas Noel, Office of the Department Executive Director

Stetson, Melanie A., Inter-American Affairs

Veney, Cassandra R., Passport Office, Clearance Branch

Woodbury, Jonathan Wendell, Office of the Comptroller

Yee, Nelson, Passport Office, San Francisco

Zimmer, Katheryn A., Office of the Department Executive Director

RETIREMENTS

Barnett, Patricia G., Intelligence and Research, Southeast Asia and Pacific Division

Cobisi, Benjamin J., U.S. Mission to UN

Fuller, Robert C., Communications Center

Gausman, Diane M., Office of Comptroller, Finance Office

Harpham, Betty M., Economic and Business Affairs

Jones, Leotha R., Communications Center

Maxwell, Alexander W., Consular Affairs

Turman, Gertrude J., Office of Comptroller, Finance Office

Walker, Kenneth Hook, International Joint Commission

Williams, Doll T., Office of Secretary, Information Management Section ☐

Text is available

The Office of Personnel Management has issued proposed regulations on disability retirement. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Evening classes

The Washington School of the Institute for Policy Studies opens its winter session of evening classes on January 12, with courses that include "The International Economic Order," with James Weaver and Michael Moffitt as lecturers. Tuition is $100-$125, for six or eight weeks. For information, call Lynn Liotta, 234-9382. ☐

Money quiz

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals. ☐

PERSONNEL: Foreign Service

NEW APPOINTMENTS

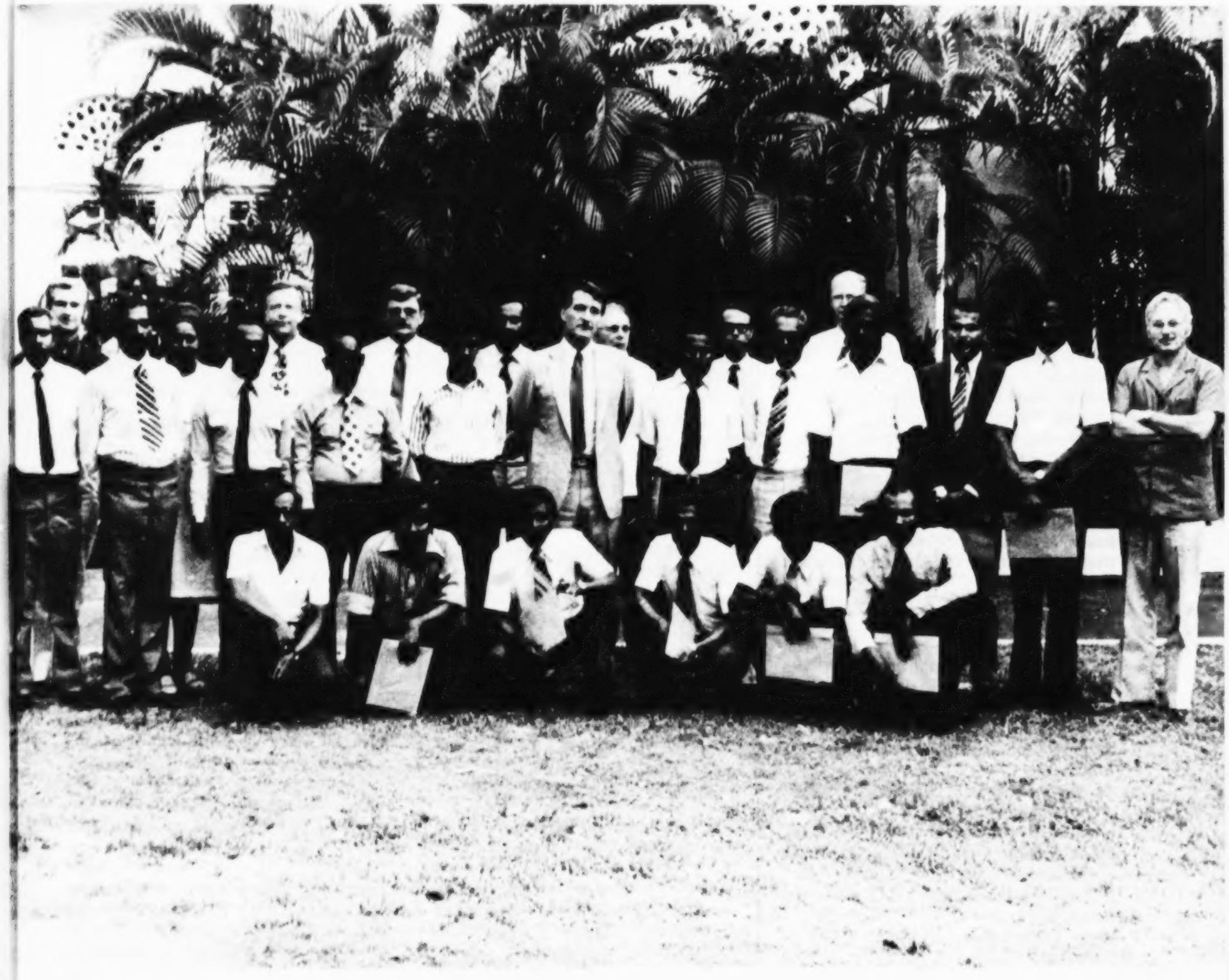
Ammerman, Alan B., Junior Officer Corps
Anderson, Leona M., Tokyo
Atkins, Marshall F., Equal Employment Recruitment Complement
Aviles, Elizabeth., Santo Domingo
Avizienis, Algirdas, Junior Officer Corps
Baker, Desiree A., Junior Officer Corps
Baker, Herbert W., Classification/Declassification Center
Bartolotta, Angela Maria, Addis Ababa
Bell, Tony R., Office of Security, Washington Field Office
Benson, James H., Junior Officer Corps
Berntsen, John L., Junior Officer Corps
Bieniek, Christine M., Cairo
Boehme, Robert W., Junior Officer Corps
Brewer, Merle D., Monrovia
Bridgewater, Pamela, Junior Officer Corps
Bunn, Charles P., Office of Security, Washington Field Office
Carroll, Mary R., Berlin
Carter, Mildred A., Buenos Aires
Chidester, Richard J., Junior Officer Corps
Clark, Karen R., Junior Officer Corps
Colleran, Matthew G., Office of Security, New York Field Office
Copas Sr., David N., Office of Security, New York Field Office
Cotter, Deanna B., Tunis
Coulson, William D., Office of Security, Technical Services Division
Covington, Ann, Peshawar
Curry, Mary Louise, Amman
Dargin, William T., Cairo
Davidson, William C., Junior Officer Corps
De Villafrance, Richard, Junior Officer Corps
Decampli, Craig P., Office of Security, New York Field Office
Derobertis, Denise, Bogota

NEW DELHI—At consular conference, left to right, first row: *Joyce A. Smith*, Bombay; Assistant Secretary *Diego C. Asencio*; Ambassador *Robert F. Goheen*; *James A. Blanford*, Calcutta; *Ada Adler*, Department; *David Block*, Department. Second row: *Jackson C. McDonald*, Dacca; *James Ward*, Department; *Patricia Butenis*, Karachi; *Richard A. McCoy*, Department; *Bobby L. Watson*, New Delhi; *Nancy Powell*, Kathmandu; *Raymond J. Pepper*, Lahore. Top row: *Michael E. Malinowski*, Colombo; *Wes Parsons*, Department. □

MAZATLAN—Consul *John St. Denis*, with *Nancy Gardner*, left, and *Tami Roberson*, Americans who were bicycling through Mexico en route around the world. The U.S. consulate provided other American posts with the girls' itinerary, so consular officers in other countries could be alerted to their arrival. ☐

Dewindt Jr., Victor G., Office of Security, Miami Field Office
Divoff, Suzanne M., Guatemala
Donnelly, Bruce E., Junior Officer Corps
Dubreuil, Richard W., Bern
Dvorak, Carl D., Yaounde
Ellis, Carmen M., Junior Officer Corps
Evans, Michael R., Junior Officer Corps
Fahey, Patrick J., Office of Security
Flack, Linda L., Guatemala
Flack, Sharon, Junior Officer Corps
Flaherty, Sue Anne, Santiago
Fleetwood, Linda K., Office of Security, New York Field Office
Fleming, William D., Junior Officer Corps
Galani, Richard L., Office of Security
Garibay, Rita A., Mexico
Gieseke, John M., Junior Officer Corps
Goff, Ellen, Junior Officer Corps
Gong, Teddy, Junior Officer Corps
Good, Stephen A., Beirut
Gossack, David, Junior Officer Corps
Granzow, Diane, Junior Officer Corps
Groening, Eva J., Junior Officer Corps
Hampton, Janet A., Caracas
Hansen, Eigil, Junior Officer Corps
Hanson, Shirley R., Hamburg
Heineck, Carol, Junior Officer Corps
Hill, Steven, Junior Officer Corps
Hodges, Heather, Junior Officer Corps
Hoye, Robert S., Office of Communications, Programs and Engineering Division
Huso, Ravic R., Junior Officer Corps
Imwold, Dennis, Junior Officer Corps
Iversen, Robert Ten Broeck, Tokyo
Jensen, Peter K., Junior Officer Corps
Kaiser Jr., Kenneth W., Office of Security, New York Field Office
Kambara, Ann, Junior Officer Corps
Keith, James R., Junior Officer Corps
Kenney, Kristie, Junior Officer Corps
Kent, Roxanne M., Istanbul
Kirsch, Peter, Junior Officer Corps
Krawitz, Howard, Junior Officer Corps
Lang, Kathleen C., Junior Officer Corps
Leclair, Nancy, Lubumbashi
Link, Elizabeth A., Junior Officer Corps
Logsdon, Mildred Jean, Santo Domingo
Lynch, Paula R., Junior Officer Corps
Lynde, Howard J., Office of Security, New York Field Office
Maddocks, Paul T., Junior Officer Corps
Maher, William J., Office of Security
Maras, Susan M., New Delhi
Marquardt, Robert N., Junior Officer Corps
Marquez, Awilda Rose, Junior Officer Corps

Martin, Donna Ruth, Kinshasa
Mason Jr., John A., Classification/Declassification Center
McClellan, Aloyse, Beijing
McCarty, Nancy J., Hamilton
McGunnigle, Sarah, Santiago
Merrigan, Robert W., Junior Officer Corps
Miller, Elizabeth Jane, Tegucigalpa
Minyard, Donnie P., Junior Officer Corps
Montgomery, Ann C., Junior Officer Corps
Morales, Hector, Junior Officer Corps
Moretti, Mark E., Office of Security, Washington Field Office
Murphy, Kathlen, Junior Officer Corps
Mussomeli, Joseph A., Junior Officer Corps
Nelson, Carl D., Office of Security, Los Angeles Field Office
Nelson, Lillian L., Damascus
Neubert, Nancy J., Junior Officer Corps
Neumann, Douglas, Junior Officer Corps
Newland, Eileen Lillian, Brasilia
Norland, Richard, Junior Officer Corps
O'Hara, Harry J., Junior Officer Corps
Olson, Richard L., Office of Security
Payne, Patricia, Junior Officer Corps
Pelletreau, Pamela Day, Family Liaison Office
Pelych, Richard T., Office of Security
Peters, Susan, Kuwait
Pflaumer, Walter, Junior Officer Corps
Pittington, James E., Accra
Quinones, Carlos, Junior Officer Corps
Rey, Frank, Junior Officer Corps
Richardson, Lloyd M., Junior Officer Corps
Rinke, Julie E., Mexico
Rittue, John A., Foreign Service Institute
Robertson, Charles E., Junior Officer Corps
Rodley, Carol, Junior Officer Corps
Ryner, Kathryn J. R., Bridgetown
Sarabia, Rafail R., Kuala Lumpur
Satterfield, David, Junior Officer Corps
Schutz, John D., Office of Security, Los



COLOMBO, Sri Lanka—At awards ceremony, back row, left to right: *Charles Nichols, Cecile Williams, Harry Cahill, Richard Schoonover, Kingsley Silva, John Ondiak, Llewellyn Isaaks, John Eriksson.* Middle row: *Bob Sheriff, Paul Thomas, J.M. Nazim, David Gunaratne, Jude Dias,* Ambassador *Donald R. Toussaint, N. Govindan, D.R. Silva, Sapin Singho, Vaji Gunawardhana, M. Odayan* and *Lee Munroe.* Front row: *Vijitha Perera, E.A. William, Nihal Chandrasiri, R.M.A. Gunawardena, Patrick Hettiarachchi* and *George Perumalsamy.* □

Angeles Field Office
Scott, Kyle R., Junior Officer Corps
Shubat Wall, Deborah D., Nassau
Smayda, William A., Foreign Buildings Office
Smith, Abigail E., Office of Security, Washington Field Office
Smith, Richard W., New Delhi
Snead, Thomas J., Junior Officer Corps
Soto, Mary G., Mexico
Specht, Patty L., Junior Officer Corps
Steinfeld, Andrew W., Junior Officer Corps
Stolper, Antonia E., Junior Officer Corps
Swayne, William Wager, Marseille
Sylvester Jr., John, Classification/Declassification Center
Taylor, Lucia S.C., Toronto
Thomas, Holcombe H., Junior Officer Corps
Thompson, Cameron S., Junior Officer Corps
Timmins, Lola A., Guatemala
Tongour, Nadia, Junior Officer Corps
Volpe, John A., Office of Security, New York Field Office
Wadelton, Joan S., Junior Officer Corps
Walters, Denise, Oslo
Wilcox, Elizabeth, Junior Officer Corps
Zotto, Anthony M., Office of Security, Washington Field Office

TRANSFERS

Adams Jr., Madison M., Inter-American Affairs to San Jose
Allen, Bernadotte Mary, Junior Officer Corps to Bujumbura
Alston, John E., Rabat to New Delhi
Anderson, Evelyn V., New Delhi to Ankara
Andres, Janet Stoddard, Khartoum to Intelligence and Research
Armbruster, Susan A., Leningrad to Paris
Aubin, Donald T., Madrid to European Affairs
Bailey Jr., Kenneth H., Budapest to Paris
Barron, Thomas F., Athens to Beirut
Basile, Joseph, Rotterdam to Naples
Baskey Jr., Nicholas S., Lisbon to Ankara
Beauford, Elaine P., Nicosia to Rome
Beecham, Susanne E., Praia to Manila
Bendersky, Michael E., Monrovia to Office of Communications
Benford, Clyde M., Foreign Service Institute to Sofia
Benthall, Joe M., Manila to Office of Communications
Berggren, Elizabeth, European Affairs to Rome
Bernier, Norman A., London to Office of Communications
Bielinski Jr., Stanley, Jidda to the Hague
Binns, Jack R., San Jose to Inter-American Affairs
Bishton, Michael P., Manila to East Asian and Pacific Affairs
Black, David Stewart, European Affairs to Warsaw
Black, Donald P., Warsaw to Oceans and International Environmental and Scientific Affairs, Office of Environment and Health
Black, Harold L., Athens to Office of Communications
Blackburn Jr., Keigh E., Manila to Office of Communications
Boardman, John S., Laos to East Asian and Pacific Affairs
Bouton, Marshall M., New Delhi to Near Eastern and South Asian Affairs
Bowers, Jeffrey Warren, Belgrade to Office of Security
Brinton, Vincent J., Manila to Athens
Buckler, Steven Robert, Ndjamena to Foreign Service Institute
Bullen, Roland Wentworth, Caracas to San Jose
Burba, Marie L., World Conference of the Decade of Women to Caracas
Cadena, Jose A., Near Eastern and South Asian Affairs to Jidda
Carbognin, Daniel P., Mali to Marseille
Caruso, John L., Niger to Dakar
Cary, Anne O., Port-au-Prince to Paris
Casady, Lance B., Tokyo to Inter-American Affairs
Cecchini Jr., Leo F., Department of Commerce to Helsinki
Chapin, Frederic L., Addis Ababa to African Affairs
Chisholm, Gertrude E., Brussels to Communications Center
Clark-Bourne, Kathryn, Lagos to African Affairs
Clark, Alfred T., Egypt to Damascus
Clarke, William D., Office of Security to Tokyo
Clement, Kathryn A., Libreville to Rome
Clore, Raymond E., Yaounde to Douala
Collinge, Jo Ann Hardee, Barbados to Bureau of Public Affairs, Office of Public Programs
Cusack, Thomas E., Montreal to Pouch and Courier Operations Division
Daley, Paul Brennan, Dacca to Kingston
Danforth, Kathleen D., Victoria Mahe to Abidjan
Daniel, Diane, Halifax to Vista Office
Daniels, Rolfe B., Austria to Warsaw
Davis, Allen C., Kinshasa to Conakry
Day, Theodore E., Pakistan to Office of Communications
DeVos, Peter Jon, African Affairs to Bissau
Deutsch, Robert Sidney, Libreville to Johannesburg
Dickson, Loretta, Tunis to London
Dobsa, Lillian G., Seville to Quito
Dohse, M. June, Bombay to Rio de Janeiro
Dorfeld, Charles W., Office of Security to Manila
Duffy, Carol Ann, Luxembourg to Bureau of Personnel
Dustin, Eben H., Medical Services to Vienna
Dwyer, Patricia A., Moscow to the Hague
Ehrnman, Robert Bruce, Department of Commerce to Near Eastern and South Asian Affairs
Eubank, Jane C., East Asian and Pacific Affairs to Hong Kong
Fannin, Paula K., European Affairs, Office of Soviet Affairs to Berlin
Fergusson, Harvey, Paris to Stockholm
Fisher, Richard F., Office of Inspector General to Abidjan
Fourier, George P., Warsaw to Overseas Citizens Services
Fox, William J., Pouch and Courier Operations to Bangkok
Frank, James F., Germany to Office of Security
Fuerlinger, John A., Canberra to Athens
Gallagher, Michael F., Foreign Service Institute to European Affairs
Gamrecki, Helen F., Bangui to Guangzhou
Gaskill, Patricia A., Caracas to Guayaquil
Gebhardt, Carl E., Jakarta to East Asian and Pacific Affairs
Gelber, Herbert Donald, Ankara to Intelligence and Research
Gibney, Jon M., New Delhi to Bureau of Personnel
Gillenwater, Sharon M., European Affairs to Athens
Glatz Jr., Charles L., Guayaquil to Bilbao
Gonz, William W., Thailand to Nouakchott

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Graham, Christopher P., Mogadishu to Bangkok
Graninger, Robert L., Jidda to Suva
Graves, R. Martin, Rio de Janeiro to Inter-American Affairs
Gray, John F., Nepal to Office of Communications
Griggs, Timothy S., Buenos Aires to Barcelona
Grimes, John O., Tunis to Paris
Grivsky, Michael E., African Affairs to Kinshasa
Gusha, Coreen Ricciardi, Rome to Tokyo
Habib, John S., Rabat to Paris
Haefner, Joseph F., Turkey to Tel Aviv
Hallman, William H., Buenos Aires to San Salvador
Hamilton, William C., Office of Inspector General to Stockholm
Hancock, Michael L., London to Foreign Service Institute
Hanson, Peter T., Warsaw to European Affairs
Harris, Bobby, Inter-American Affairs to Kingston
Hartman, Shirley M., Equal Employment Recruitment Complement to Lima
Haverty, John James, Beijing to Brussels
Healy, Theresa A., Wellington To Freetown
Heimann, Judith M., Kinshasa to Brussels (European Community)
Hemingway, Frank S., Communications Security Division to Warsaw
Herspring, Dale Roy, Moscow to Politico-Military Affairs
Hill, Francis A., Ivory Coast to Office of Communications
Hodal, Kathleen V., Poznan to Bureau of Personnel
Holmes, James H., Foreign Service Institute to Oslo
Holt, Peter G., European Affairs to Luxembourg
Horgan, John P., Accra to African Affairs
Houtz, John W., Kinshasa to Office of Communications
Hungerford, David A., Indonesia to Politico-Military Affairs, Office of Munitions Control
Hyams, Robert Steven, Foreign Service Institute to Warsaw
Jaccarino, Joseph M., Kinshasa to Office of Communications
Jacks, David T., Paris to Kingston
Jarrell Jr., John A., Kuala Lumpur to Office of Security
Jett, Dennis Coleman, Economic and Business Affairs to Tel Aviv
Johnson, Gregory L., Rio de Janeiro to Foreign Service Institute
Jones, John B., East Asian and Pacific Affairs to Singapore
Jones, Richard H., European Affairs to Paris
Junior, Paul C., Office of Communications, Programs and Engineering Division to Karachi

THE HAGUE—Ambassador *Geri Joseph*, left, presents certificate of appreciation to Mrs. *J. File* and Mrs. *N. Butler*, president and former president of the American Women's Club, on its 50th anniversary. □

Kahn, Leon E., Singapore to East Asian and Pacific Affairs
Kane, Timothy B., Near Eastern and South Asian Affairs to Karachi
Kastens, Royal R., Brasilia to Office of Security, Los Angeles Field Office
Keane, John F., Lima to Buenos Aires
Kearns, Kevin Lawrence, Bonn to Foreign Service Institute
Kelchner, William E., Liberia to Office of Communications
Kelly, Gary Kent, Bonn to Ankara
Kennedy, Stephen W., Yokohama to Tokyo
Keyes, Alan L., Bombay to African Affairs
Kingsley, Wesley, Kingston to Paris
Klemstine, James A., Seoul to East Asian and Pacific Affairs
Koch, Barbara L., Cameroon to Moscow
Kraft Jr., Walter F., Office of Security to Frankfurt
Kreuser, Edward, Hong Kong to Visa Office
Krueger, Karen E., Monterrey to Seville
Krulish, Ramona E., Kinshasa to Khartoum
Kyle Jr., Clarence O., Abu Dhabi to Office of Communications
La Franchi, Daniel Michael, Netherlands to Yaounde
Lamantia Jr., Russell A., Foreign Service Institute to Brussels (European Community)
Lane, Lyle F., Montevideo to Asuncion
Lang, Nicholas R., Moscow to Foreign Service Institute
Lanham, James M., Foreign Service Institute to Belgrade
Lara, Ishmael, Department of Commerce to International Organization Affairs
Larson, Dale H., Buenos Aires to Lagos
Lavorel, Sharon A., Trade Negotiations to Brussels
Lavorel, Warren A., Trade Negotiations to Brussels (European Community)
Lawler Jr., Daniel J., Edinburgh to Office of Comptroller, Finance Office
Le Melle, Wilbert John, Nairobi to Bureau of Personnel
Leneave, Marvin E., Valletta to Port-o-Spain
Licht III, Louis F., Santo Domingo to Intelligence and Research
Lippe, Stuart H., Honduras to Puerto Alegre
Lockley, Josephine Ann S., European Affairs to Paris
Logan, Mary M., Manila to Office of Communications
Lopez, Carlos, La Paz to International

BUCHAREST—*Adriana Serbanescu* and her parents, with members of the embassy staff, who helped to arrange her trip to the United States for open heart surgery at National Institutes of Health. From left: *Liana Gaiculescu, Dina Buta, Mr. Serbanescu, Mrs. Serbanescu, Adriana Serbanescu, Joni Davidson,* and *John Zimmerman. (Photo by Carmen Constantinescu)* □

Narcotics Matters
Lopez, Gerard Joseph, Caracas to Office of Security, Washington Field Office
Lorimer, Matthew T., Helsinki to Copenhagen
Lykens, Anne L., Buenos Aires to Vienna
Lynn, Stuart Richard, Lagos to Dar-es-Salaam
Lyon, David L., Accra to Manila
Maerkle III, Frederic W., Foreign Service Institute to Beijing
Maestrone, Frank E., Near Eastern and South Asian Affairs to Bureau of Personnel
Mallon, Patricia M.C., Rome to State Department Family Liaison Office
Martin, S. Douglas, Lagos to Bureau of Personnel
Mason, Donald E., Dakar to Guadalajara
May, Clyde R., Cairo to Office of Security
May, Virginia V., Office of Security to Praia
McNeilly, Sandra J., Nairobi to Moscow
McElroy, Howard M., Politico-Military Affairs to Office of Inspector General
McHugh, Reginald James, London to Cali
McKinlay, James F., Kingston to Stockholm
Mears Jr., Thomas W., African Affairs to London
Mercurio, Sharon K., Stockholm to Foreign Service Institute
Minyard, James A., Foreign Service Institute to Antwerp
Moen, Harlan G., Rome to Vienna
Moffett III, William A., Kingston to La Paz
Monti, Peter A., Pouch and Courier Operations to Tunis
Moot, Joanne Ling, Tijuana to Visa Office
Mortensen, Ronald W., Nouakchott to Libreville
Motley, Stephen L., Athens to Office of Communications
Mowdy, Elizabeth M., European Affairs to Rome
Mowle, Susan M., African Affairs to Lagos
Murphy, Thomas M., Yaounde to London
Musolf, Lewis E., Bonn to Office of Communications
Myers, Walter Leon, Congo to Santo Domingo
Naas, Charles Willis, Inter-Governmental Assignment to Policy Planning Staff
Napper, Larry C., Foreign Service Institute to European Affairs
Ness, Donald Ray, Colombo to London
O'Brien, Geraldine H., Manila to East Asian and Pacific Affairs
O'Brien, Thomas P., Foreign Service Institute to Yaounde
O'Mara Jr., Martin J., Moscow to European Affairs

Obenauer, Peter J., San Salvador to Inter-American Affairs
Okada, Thomas M., Office of Inter-Agency Task Force on Law of the Sea to San Jose
O'Neill, Sheila K., Brazil to Inter-American Affairs
Palcer, John A., Athens to Office of Communications
Parisi, Saverio, Rome to Frankfurt
Parrish, James Randall, Rome to Lagos
Paulin, Fernand J., Spain to Havana
Payer, Janet L., Lima to Inter-American Affairs
Pearson, Roy T., South Africa to Communications Center
Peleuses, Gus P., Mexico to Foreign Service Institute
Perett, William Gregory, Bern to New Delhi
Perriello, Domenic F., Bangkok to East Asian and Pacific Affairs
Peters, Mary Ann, Mandalay to Economic and Business Affairs
Pettinelli, Joseph, African Affairs to Rabat
Piccioni, Marion F., Kingston to Rome
Pitkin, Horace W., Junior Officer Corps to Frankfurt
Plaisted, Joan M., Paris to Hong Kong
Pohl, Edward B., Switzerland to Niamey
Poole, Geraldine P., Office of the Secretary to Santo Domingo
Postupack, Catherine Irene, Kuwait to Montevideo
Pound, Richard E., Dar-es-Salaam to African Affairs
Prelec, Frances M., Indonesia to Buenos Aires
Pruitt, Louis H., Foreign Service Institute to Kinshasa
Rakow, James C., San'a to Office of Communications
Ramirez, Dominick, Yaounde to Rangoon
Rapier, Richard D., Accra to Office of Communications, Programs and Engineering Division
Rapoport, Sheldon J., Foreign Service Institute to Santo Domingo
Reed, Robert W., Portugal to Lahore
Riemer, Reynold A., Foreign Service Institute to Bogota
Riley, Eileen Ann, African Affairs to London
Rivet, Laurie J., United Kingdom to Berlin
Robinson, Howard T., Martinique to Bureau of Personnel
Rodriguez, Raul, African Affairs to Kinshasa
Rohlfing, Andrew D., Caracas to Inter-American Affairs
Rohrbach Jr., Edwin H., Brasilia to Office of Communications
Romero, Cynthia E., Bombay to Madras
Rosenberg, Bruce L., Melbourne to European Affairs, Office of Soviet Affairs
Ross, Geraldine D., Lima to the Hague
Roth, Steven C., Leningrad to Office of Communications
Rouleau, Robert A., Bonn to Communications Center
Sanderson, Janet Ann, Dacca to Tel Aviv
Santos Jr., Daniel, Greece to Algiers
Sapp, Kenneth M., Near Eastern and South Asian Affairs to Cairo
Sargent, Walter H., Beirut to Office of Security
Savage, John R., European Affairs to Bonn
Schaefer, Clifton J., Santiago to Inter-American Affairs
Schatz, Gary Davis, Guatemala to Lima
Schenck, Steven Michael, San Salvador to Office of Security
Schmidt, Judith Ann, Rome to Oceans and International Environmental and Scientific Affairs
Seay, James Douglas, Ankara to Intelligence and Research
Seigel, Jerome J., Sofia to European Affairs
Service, Robert E., Santiago to Inter-American Affairs
Shannon, Barbara A., Lilongwe to African Affairs
Shedlock, John R., Rome to Office of Communications
Simmons, William L., Brazil to Near Eastern and South Asian Affairs
Sinnicki, John G., Warsaw to Belgrade
Sloane, Gerald T., Ouagadougou to African Affairs
Smith, Carolyn A., U.S. Mission to United Nations to Ankara
Smith, David Lawrence, Madrid to Lusaka
Smith, Verna E., Germany to Bureau of Personnel
Spakauskas, Anthony, Tel Aviv to San Salvador
Stephens, Thomas E., Toronto to Accra
Stewart, Curtis M., African Affairs to Durban
Stout, Charles R., Belfast to Bern
Stranford, John D., Foreign Service Institute to Helsinki
Sullivan, Joseph F., Frankfurt to Pouch and Courier Operations
Thigpen, George H., Bogota to Economic and Business Affairs
Thomas, Alma Lucille, Foreign Service Institute to Intelligence and Research
Thomas, Charles W., Brasilia to Office of Communications
Trahan Jr., Eugene A., Antwerp to Gaborone
Trussell, Vera O., Madras to Bombay
Tucker, James K., Germany to Buenos Aires
Turco, Frederick A., Kabul to Near Eastern and South Asian Affairs
Underwood, Ruth A., Tunis to Frankfurt
Upson III, Linus F., African Affairs to Douala
Valas, Robert J., Monrovia to Office of Inspector General
Vandiver, Richard C., Near Eastern and South Asian Affairs to Islamabad
Varney, William F., Medan to Belgrade
Verdun, Aubrey V., Singapore to Lome
Voegele, Constance R., Palermo to Moscow
Wade, Alan Charles, Athens to Office of Communications
Wallace, Jewell C., Bonn to Karachi
Walsh, Michael J., U.S. Mission in Geneva to International Organization Affairs
Walsh, Ralph Claiborne, Colombia to Toronto
Ward Jr., George F., Foreign Service Institute to Politico-Military Affairs
Ward, John Kendall, International Organization Affairs to Kinshasa
Weber, Arnold R., London to Tunis
Weber, Patricia A., Bucharest to European Affairs

BERLIN—Minister *David Anderson*, right, presents retirement certificate to *Werner Luddeneit*, who has had 31 years' service.☐

ANTWERP, Belgium—At opening of new U.S. consulate general offices, left to right: *Archie M. Bolster*, consul general; alderman *Jan Huyghebaert; Mrs. Bolster;* consul *Arnold J. Denys*, Ambassador *Anne Cox Chambers*, consul *James A. Minyard*. □

Wells, Sharon S., Egypt to Kingston
Wesoloski, Elizabeth J., Quito to Foreign Service Institute
White, Yvonne M., African Affairs to Casablanca
Wiederhold, Dennis G., Office of Communications to Karachi
Williams, Mary L., Tokyo to East Asian and Pacific Affairs
Winstanley II, Ralph, Inter-American Affairs to Khartoum
Witt, Matilda Gloria, Cuba to Inter-American Affairs
Wood, Stanley D., Kuwait to Kingston

RESIGNATIONS

Allais, Robert E., Facilities Management and Administration Services
Allard, Gloria Trevino, Port-o-Spain
Archuleta, William M., Mexico
Aviles, Elizabeth, Santo Domingo
Beck, Joan C., Buenos Aires
Becker, Pamela E., Caracas
Binford Jr., John Q., Systems Design and Programming Division
Boggs, Ronald D., Ankara
Bouton, Marshall M., Near Eastern and South Asian Affairs
Bump, Melinda J., Ottawa
Cassidy, Kevin M., Office of Security, New York Field Office
D'Zurilla, William Thomas, Office of Legal Adviser
Flaherty, Sue Anne, Santiago
Freedman, Loretta, Inter-American Affairs
Fritz, Rebecca Dean, Inter-American Affairs
Goldberg, Carmen G., Santo Domingo
Hernandez, Marife, Office of Security
Johnston, Jason Scott, Office of Legal Adviser
King, Lance Mark, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards
Knaebel, Evelyn R., San Jose
Li, Lehmann K., Bureau of Personnel
Lief, Christina J., Georgetown
Mark, David E., Intelligence and Research
Metzger, Carol Ann, Tokyo
Muraik, Peter G., Office of Security, New York Field Office
Ness Jr., Andrew, International Organization Affairs, Office of UN Political Affairs
Newland, Eileen Lillian, Brasilia
Pryce, Kathy E., Mexico
Purser, Donald J., Office of Security, Special Assignments Staff
Rae, Dianna, Moscow
Relph Jr., James F., Foreign Service Institute
Rice, Annelene M., Mexico
Runge, Carolyn Ann, Rio de Janeiro
Schenck, Steven Michael, Office of Security
Stephens, Ferne A., Toronto
Sutton, Elizabeth Frances, Abidjan
Waska, Frances R., Beirut
Wesche, Cathy Ann, Santo Domingo
Young, Earl J., Quito

RETIREMENTS

Anderson, Leona M., Tokyo
Baker, Herbert W., Office of Coordinator of International Labor Affairs
Banick, Lillian R., Mexico
Bardolph, Grace, Berlin
Bolen, David B., European Affairs
Cash Jr., Frank E., Faculty Adviser
Fina, Thomas W., European Affairs
Hull Jr., Robert B., Bureau of Personnel
James, Alan G., Office of Secretary
Kaznocha, Theodore J., San Jose
Killoran, Thomas F., Department of Defense
McNulty, Joseph A., Office of Security, Miami Field Office
Reissman, Lillian R., Kingston
Rittue, John A., Foreign Service Institute
Robinson, Howard T., Bureau of Personnel
Roger, Provencher, Near Eastern and South Asian Affairs
Rohmann, Johanna W., Office of Operations, Facilities Management and Administration Services
Sirianni, Margie Mallory, Lagos
Smith, Richard W., New Delhi
Spicer, Cordelia S., Department of Commerce
Spotts, Frederic N., Rome
St. Mars, Verne Frederick, Office of Deputy Assistant Secretary for Security
Sweetwood, Charles W., Johannesburg
Sylvester Jr., John, Intelligence and Research
Tartter, Jean R., Bureau of Personnel
Thomson, Barbara Fagan, Equal Employment Opportunity Office
Thorne, Nicholas, G.W., Manila
Tienken, William Henry, Nassau
Vick, Michael R., European Affairs
Weiner, Herbert E., London
Weyres, Virginia A., Office of Inspector General
Wolf Jr., Victor, Office of Refugee Programs □

'QUALITY' EVALUATION REPORTS

Foreign Service selection boards have commended 214 officers for the "quality" of their evaluation reports on subordinates. Those praised were:

Rating officers

Acquavella, Joseph F.
Adams, Alvin P.
Adams Jr., Madison M.
Amstutz, J. Bruce
Anderson, A. Dwight
Barr, Brady
Baskey, Nicholas
Basora, Adrian
Beall, David R.
Bell, Randolph
Bell, Thomas A.
Bellochi, Natale H.
Bennett, Paul J.
Binns, Jack R.
Blake, Melville E.
Blood, Archer K.
Boorstein, Michael A.
Bowers, Charles R.
Burgess, Roger E.
Cahill, Harry A.
Calingaert, Michael
Callihan, William
Casse III, Marshall L.
Cella, Glenn R.
Chard, Kenneth W.
Chittick, Thomas L.
Christie, Keith
Churchill, George T.
Clark, Bruce W.
Clift, George W. F.
Clover III, John F.
Constable, Peter D.
Cook, Frederick R.
Cram, Richard W.
Creekmore, M. V. Jr.
Crigler, T. Frank
Crump, John E.
Cvetan, Edward
Dalsimer, Anthony S.
DeClercq, Wilfred F.
Degan, John Jr.
Depree, Willard A.
DeWitt, John W.
Disney, Christopher M. B.
Drexler, Robert
Duerbech, Warren
Duncombe, Bruce F.
Eaton, Lynwood L.
Englehart, Jim E.
Farrand, Robert W.
Farris, L. Travis
Felder, Robert C.
Figura, Thaddeus J.
Flynn, Peter S.
French, Kenneth
Galanto, Fred S.
Garrison, Mark
Gilmore, Harry J.
Gregorio, Peter F.
Grey, Robert
Gribbin, Robert E.
Grobel, Olaf
Gross, Kurt F.
Grover, Charles W.
Gussman, William H.
Hale, James E.
Hamilton, Thomas P.
High, George B.
Homme, Roger O.
Howard, Richard B.
Hughes, Arthur H.
Jackson, Richard L.
Jaeger, George W.
Jefferson, Harold B.
Johnson Jr, Philip K.
Kauzlarich, Rick
Keiter, Samuel
Keller, Kenneth C.
Kerr, James E.
Kimball, John
King, Donald R.
King, John F.
Kirby, Harmon E.
Kirk, Roger
Kirkpatrick, Brian
Kleinsmith, Alexander
Klingaman, Susan M.
Klotzbach, Lester W.
Knepper, William
Kohn, Robert A.
Koorkanian, George
Krieg, Norman J.
Krieger, George J.
Kruse, Donald A.
Kurze, Kenneth A.
Kux, Dennis H.
Laase, Paul L.
Laingen, L. Bruce
Lee, Joseph
Lehovich, Vladimer
Liebau, Robert
Lloyd, Wingate
Loff, Kenneth A.
Logan, Alan
Lukens, Alan W.
Lyne, Stephen
Macias, Arturo
Matthews, H. Freeman
McAninch, Vernon D.
McCloskey, Robert J.
McGee, Charles T.
McGinness, Alfred
McHale, Austin P.
McLaughlin, Joseph D.
McNeil, Francis J.
Melton, Richard H.
Monjo, John C.
Moran, James B.
Morgan, William D.
Moser, Leo
Mudd, Donald E.
Nathness, Sara
Newton, David G.
O'Brien, J. Michael
O'Donnell, Thomas J.
Ogden, Jerome C.
Olson, Russell E.
O'Mahoney, Joe
Paciorka, Joseph
Parker, Otha L.
Peck, Robert A.
Peltier, Kenneth N.
Perry, Jack R.
Precht, Henry
Prickett, Russell
Ready, Francis
Reynolds, Oscar A.
Rosen, Gerald A.
Russell, Beatrice
Salmon, Charles B.
Saunders, Harold H.
Schafer, M. Virginia
Seligman, Albert L.
Seymour Jr., Jack M.
Simpson, Daniel
Siverson, Sandra E.
Smith, N. Shaw
Smith II, Walter B.
Sonandres, Thomas W.
Stillman, Linda
Sting, Joe T., Jr.
Sullivan, Roger W.
Surprise, Robert J.
Sutherland, Peter A.
Sutton, Elizabeth
Swing, William L.
Taylor, Paul
Tinney, Philip M.
Urban, Elayne J.
Vandivier, James R.
Veliotis, Nicholas H.
Velott, Larue H.
Verrier, Alfred
Vickers, Harold E.
Viets, Richard
Voss, Donald
Walker, Howard K.
Walker, Lannon
Waller, William J.
Watson, Douglas
Weiner, James A.
Weissman, Marvin Amb.
Woodruff, Arthur H.
Woods, Hendrik R.
Wyman, Parker D.
Yates, John

Inspector

Woodward, Donald R.

Reviewing officers

Andrews, Nicholas
Atherton, Alfred L. Jr.
Bingham, Jonathan B.
Buchanan, Thompson
Cao-Garcia, Jose
Castro, Raul H.
Cook, Frances D.
Cooke, Goodwin
Davis, Allen C.
Duemling, Robert W.
Einaudi, Luigi R.
Ferch, John
Fischer, David J.
Galanto, Fred J.
Haverkamp, Roy
Hill, M. Charles
Horan, Harold E.
Howard, Richard B.
Johnston Jr., Ernest B.
Laingen, L. Bruce
Landau, George
Liebau, Robert N.
Marshall, Gene B.
Meehan, Francis J.
O'Mahony, Joseph E.
Perry, Jack R.
Petree, Richard W.
Ribera, Robert
Rope, William
Roy, J. Stampleton
Ruser, Claus
Russell, Lawrence D.
Ryan, Mary A.
Sherman, William C.
Stevens, Franklyn E.
Wilgis, Herbert E.
Windle, George D. □

PERSONNEL: FOREIGN SERVICE

COMMISSIONING AND TENURE

The Foreign Service Commissioning and Tenure Board has recommended the following officers for career tenure:

Daley, Paul B.
Gavin, Michael J.
Griffiths, Barbara J.
Gustafson, Marianne U.
Hanson, Cynthia G.
Hittle, L. Bradley
Hoffmann, Stephen P.
Keeton, Edward D.
Linde, Deborah L.
Lunstead, Jeffrey J.
Mortensen, Ronald W.
Parmly, Michael E.
Ries, Marcie B.
Rogus, David F.
Salter, Bryant J.
Shapiro, Charles S.
Shellgrove, Trevor A.
Sorenson, Robert E.
Weisz, David A.
Welch, C. David
Wurlitzer, Prescott P.☐

JUNIOR OFFICER CLASS

Seventy-two members of the 150th class of the Foreign Service have completed their orientation studies. They are:

Alan B. Ammerman
Marshall F. Atkins
Algirdas B. Avizienis
Desiree A. Baker
James H. Benson
John L. Berntsen
Robert W. Boehme
Pamela E. Bridgewater
Richard J. Chidester
Karen R. Clark
William C. Davidson
Richard G. de Villafranca
Bruce Donnelly
Carmen M. Ellis
Michael R. Evans
Sharon K. Flack
William D. Fleming
John M. Gieseke
Ellen Goff
Teddy K. Gong
David L. Gossack
Diane Granzow
Todd Greentree
Eva J. S. Groening
Eigil V. Hansen
Carol C. Heineck
Steven D. Hill
Heather M. Hodges
Ravic R. Huso
Dennis W. Imwold
Peter K. Jensen
Frances T. Jones
Ann M. Kambara
James R. Keith
Kristie A. Kenney
Peter J. Kirsch
Howard M. Krawitz
Kathleen C. Lang
Elizabeth A. Link (Cummings)
Paula R. Lynch
Paul T. Maddocks
Robert N. Marquardt
Awilda R. Marquez
Robert W. Merrigan
Donnie P. Minyard
Ann C. Montgomery
Hector E. Morales
Kathleen A. Murphy
Joseph A. Mussomeli
Nancy J. Neubert
Douglas B. Neumann
Richard B. Norland
Harry J. O'Hara
Patrica B. Payne
Walter N. S. Pflaumer
Carlos Quinones
Frank Rey Jr.
Lloyd M. Richardson
Charles E. Robertson III
Carol A. Rodley
Douglas P. Ryan
David M. Satterfield
Kyle R. Scott
Thomas J. Snead
Patty L. Specht
Andrew W. Steinfeld
Antonia E. Stolper
Holcombe H. Thomas Jr.
Cameron S. Thompson
Nadia Tongour
Joan S. Wadelton
Elizabeth Wilcox ☐

Performance standards boards in session

Two performance standards boards convened in late October to review the work of Foreign Service officers in Classes 2-6. The membership consisted of:

Board I—(FSO/RUs, Classes 2-4). John T. Bennett, FSO-1, National War College, chairman; Alan Gise, FSO-1, Embassy London; Everett E. Briggs, FSO-1, Office of Mexican Affairs; Eugene Champagne, FSO-1, Foreign Service Institute.

Board II—(FSO/RUs, Classes 5-6). W. Nathaniel Howell Jr., FSO-3, Bureau of Near Eastern and South Asian Affairs, chairman; Seton Stapleton, FSO-4, Office of the Deputy Assistant Secretary for Visa Services; Alan Parker, FSO-4, Office of the Director, OECD, European Community and Atlantic Political-Economic Affairs; Joseph Melrose, FSO-4, Office of the Executive Director, Bureau of Politico-Military Affairs.■

Jones honored in Los Angeles

William B. Jones, ambassador to Haiti until his recent assignment as diplomat-in-residence at Hampton Institute, Hampton, Va., was presented the Alumni Award of the University of Southern California, in connection with the centennial celebration there. He also received the key to the city of Los Angeles from Mayor Thomas Bradley.☐

Guidelines published on asylum requests

The Department has requested federal agencies and other authorities to notify the Operations Center, (202) 632-1512, in Washington when they receive a request for asylum which requires State's prompt attention. In guidelines published in the Federal Register on October 24, the Department said it wants to be notified immediately of any request (or imminent request) for asylum which is "politically sensitive or involves the possibility of forcible repatriation." These include requests for asylum from "any national of the Soviet Union; and any national of East Germany, Romania, Poland, Hungary, Czechoslovakia, Bulgaria, Mongolia, Cuba, Albania, the People's Republic of China, North Korea, Vietnam, Laos, or Kampuchea, who is present in the United States as part of an official visit, formal cultural or athletic exchange, exchange student program or enterprise activity, or who is in transit through the United States in such capacity."

In addition, the Department wants to be notified immediately of any request for asylum from "any foreign diplomat, foreign consular officer, or foreign official, regardless of the country;" from any other alien who "asserts there is a serious threat of forcible repatriation" to himself or to his family; or for other reasons which present special problems.☐

BUREAU NOTES

Secretary's Office

ALAN G. JAMES, who retired from the Foreign Service on September 30, has rejoined as an expert, the Office of the Ambassador-at-large and Special Representative of the President for the Law of the Sea Conference. The acting coordinator for liaison with state and local governments, DAVID SHINN, made on-site inspections of Pearson Program jobs, October 13-16. He met with the city clerk of Minneapolis, the city manager of Milaca, Minn., and the director of the Upper Plains States Innovation Group, in Bismarck, N.D. MILDRED ENGRAM, from the Bureau of Economic and Business Affairs, joined the Secretariat Staff on November 3. On October 15 Ambassador ANTHONY QUAINTON, director, Office for Combatting Terrorism, addressed the World Affairs Council of Portland, and Lewis and Clark College. On October 16, he addressed the Inter-American Press Association in San Diego and, on October 24, the Philadelphia Boosters Association. FRANK PEREZ, deputy director, Office for Combatting Terrorism, addressed the conference for business executives sponsored by the Brookings Institution. On October 24, he was guest speaker at an Air Force security conference at Travis Air Force Base, Calif. ALAN EASTHAM, Office for Combatting Terrorism, attended a training demonstration for the U.S. Marshals Service, in Jackson, Miss., on October 16.

GEORGE TAFT has assumed his responsibilities as director of the Office of Law of the Sea Negotiations. THEODORE WILKINSON has assumed the position of deputy director, after an assignment at the U.S. mission in New York. LAWRENCE ENOMOTO, a recently-appointed Foreign Service officer, and BARBARA STANBACK, PATRICIA CORCORAN and JUDY ALEXANDER, have also joined the staff. ☐

Administration

OFFICE OF SECURITY

KARL D. ACKERMAN, deputy assistant secretary for security, visited embassies in London, Paris, Brussels, Bonn, Rome and Madrid, September 22-October 12, to review public access controls and internal defense plans at those missions. Additionally, Mr. Ackerman held firsthand discussions with the special agents-in-charge, and other security personnel, in the Los Angeles and San Francisco field offices, November 5-10. BRIAN FLANAGAN, Foreign Operations Division, was on temporary duty in Bermuda during September. JIM BLYSTONE, Foreign Operations Division; RUSS WALLER, Technical Services Division; and DAN JOHNSON, Naval Support Unit, visited the U.S. interest section, Havana, October 14-18, as part of a Department inspecting team. BETH RENWICK, Threat Analysis Group, was on temporary duty in Japan, the Philippines, Thailand and Australia, October 22-November 14. BRUCE TULLY, Education and Training, attended the counter-surveillance training class at Reno, Nev., by the Drug Enforcement Administration, October 29-31. JOE LITTLE, Foreign Operations Division; JIM PRIETSCH and NICK PROCTOR, Education and Training, attended the Marine Security Guard dedication ceremony at Marshall Hall, Quantico, Va., November 7.

Secretary Muskie presents the Foreign Affairs Award for Public Service to _Marshall Shulman_, special adviser to the Secretary on Soviet affairs. _(Photo by Glenn Hall, Visual Services)_ ☐

A congressional group was briefed by CHUCK RUNNER, Technical Services Division, concerning the armored vehicle program, building defense systems and vehicle defense systems. The group was given a tour of the Department's partial armoring facility, inspected a fully-armored vehicle, viewed video coverage of tests involving building and vehicular defense systems, and witnessed a ballistic test demonstration on the firearms range. WILLIAM PENN, Education and Training, gave a lecture to the Central Intelligence Agency on improvised explosive devices, on October 30. The Protective Liaison Staff worked closely with various desk officers, embassies and police departments, concerning security for the International Monetary Fund board of governors meeting, in Washington, September 28-October 3. STEPHANIE STAUFFER, Threat Analysis Group, and WILLIAM LARSON, chief, Freedom of Information and Privacy Act Staff, attended the institute's course, "Intelligence and Foreign Policy," October 14-17.

JOHN RICHARDSON, assistant director for protective security, opened an advanced protective security measures course, October 27, with a lecture on the Office of Security's current protective responsibilities. The three-week course was instituted and coordinated by the education and training staff, and was attended by the following security personnel: ROBERT BOOTH, JEFF BOWERS, CHRIS DISNEY, DICK FELTAULT, DICK HECKMAN, JOHN JARRELL, BOB JENKINS, JERRY LOPEZ, RICK MAY, GERRY McGRATH, PATTI MORTON, ROBERT O'BRIEN and WALT SARGENT. The course included emergency medical training by the Fire and Rescue Institute of the University of Maryland, improvised explosive devices at the Quantico Marine Corps Base, early morning 0700 physical training at the Bolling Air Force Base, and requalification in all security-assigned weapons.

Office of Security golfers played for the "Director's Cup" on October 24 at the Montgomery Country Club, Laytonsville, Md. Winners were GLENN ALLEN (first place, low

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net), MARK BOYETTE (second place, low net), and JOHN RICHARDSON (high gross). Special awards were presented to JOHN KAUFMAN, GLENN ALLEN and MARJ ACKERMAN.

The office provided protective security for the principal participants in the Egyptian and Israeli autonomy talks, in Washington, October 14-17. Coordination of the protective details was under the direction of CHRIS DISNEY and the assistant operations coordinator, PETER GALUPPO. The advance agents were headed by WILLIAM ARMOR, with RICHARD WATTS, JEFFREY BOZWORTH and JAMES NAGEL comprising the site agents. LOUIS MIZELL served as the intelligence officer. DICK HECKMAN and MIKE TRETOLA represented the Protective Liaison Staff. The protective details were staffed with special agents from the security field offices throughout the United States. Agents in charge of the details included KENNETH HILL, DANIEL McCARTHY, ROBERT FRANKS, ALAN NATHANSON and JOHN GIBBONS. ☐

Language Services Division

With the adjournment of the theater nuclear forces talks, DIMITRI ARENSBURGER, LORALYN ANDERSEN-PETRIE and BILL KRIMER returned from Geneva the middle of last month. ALEC TOUMAYAN flew to Algiers for another session of liquefied natural gas talks, on October 22. STEPHANIE VAN REIGERSBERG continued her involvement last month with conversations and negotiations concerning the hostages. Other personnel involved in doing the translations requested almost daily by the Iran Task Force included BRIGITTE LENT, EMIL FOSSAN, GISELA MARCUSE, RUTH CLINE, JIM FEENEY, BETTY PERKINS, PIERRE POLLIN, JACQUELINE POUSSEVIN, JACQUELINE JARMAN, CAROL WOLTER and Mr. Toumayan. On October 28 DONALD BARNES, TONY HERVAS and Ms. van Reigersberg provided a live simultaneous version of the presidential debate for the Voice of America, interpreting GOVERNOR REAGAN, PRESIDENT CARTER and the reporters, respectively. In Colombia alone, some 200 radio stations were said to have been hooked up to the broadcast. The interpretations were taped to be used by ICA television for distribution through Latin America. The division's verbatim reporters covered the Secretary's public appearances in Chicago (retiree contractor WENDELL THIERS), St. Louis (FERD KUYATT) and Milwaukee (MARIE TAYLOR), October 20-21; Scranton, Pa. (retiree contractor WILMA JAMES), October 27; and Portland, Me. (Ms. Taylor) and New York (Mr. Kuyatt), October 28. ☐

Office of Foreign Buildings

The office family picnic was October 5. It marked the beginning of the second annual project managers conference. The conference enabled the overseas project managers to meet with the office staff for discussions on policy and procedural matters. A luncheon was held in honor of the project managers at the end of the conference. ☐

African Affairs

RICHARD M. MOOSE, assistant secretary, spoke at the annual Leon Sullivan dinner in New York, November 10, on "U.S. Policy in South Africa." LANNON WALKER, deputy assistant secretary, briefed a UN-sponsored seminar in New York, October 30, on "U.S.-Africa Policy." On November 4-5, Mr. Walker traveled to Arizona to speak on "U.S.-Africa Policy" before students and faculty at Thunderbird School, and Arizona State University, and to media, business and professional members of the Sundowner Rotary Club, in Phoenix. Deputy assistant secretary MABEL M. SMYTHE spoke at St. Augustine College, in Raleigh, N.C., October 29, on "U.S.-African Relations." Ms. Smythe was also the featured speaker, October 30, at a luncheon hosted by Johnson Products, Inc., to celebrate the opening of the first black American-owned factory in Nigeria. CAROL LANCASTER, deputy assistant secretary, spoke to students, faculty and the media on "U.S.-African Policy," at the University of Illinois-Urbana, and to members of the banking/business community in Chicago, November 6-7. FRANK GOLINO, regional labor officer in South Africa, spoke to U.S. audiences in New York, Pennsylvania, Indiana, California and Washington, D.C., on "Labor Reform in South Africa," during his home leave, October 20-November 7. Lt. Col. BOBBY RAMSEY, Office of Inter-African Affairs, briefed visiting scholars, October 22, on "Politico-Military Affairs in Africa." DONALD BORN, director, Economic Policy Staff, spoke to the United Nations Association, and was interviewed by local media in San Jose, Calif., October 23-24, on "Food and Diplomacy." CORNELIA BRYANT, Economic Policy Staff, briefed students at National Defense University, in Washington, October 27, on "Resource Policies in Africa." Ambassador DONALD NORLAND briefed officers of the Defense Institute for Security and Management on "The Role of the Country Team," at Wright-Patterson Air Force Base, in Dayton, O., November 3. MARY LEE GARRISON, Office of Central African Affairs, spoke to students and faculty at Boston College, November 6-7. CURT KAMMAN, director, Office of East African Affairs, spoke before civic and academic audiences, and to the media in San Francisco and Tucson, November 6-7, about "U.S. Policy on the Horn of Africa." KEN BROWN, director of central African affairs, and JIM OVERLY, desk officer for the Congo, attended the October 1-5 centennial celebrations of the founding of Brazzaville, Congo, as members of the presidential delegation headed by President J. BRUCE LLEWELLYN of the Overseas Private Investment Corp. Mr. Brown also visited Zaire, Cameroon, Equatorial Guinea and Gabon, for consultations. Ambassador FRED RONDON accepted, October 21, a National Aeronautics and Space Agency group achievement award, on behalf of the embassy staff in Antananarivo. The award cited the staff for extraordinary effort and dedication in the successful conclusion of the

SELEBI-PHIKWE, Botswana—Ambassador *Horace G. Dawson Jr.* inspects window frames at housing project assisted by his self-help fund. Mr. Dawson was on a 2,000-mile tour of this southern African nation. ☐

tracking station negotiation. The agreement was negotiated by then chargé **ROBERT BARRETT**, now deputy chief of mission in Beirut. **WILLIAM BURKE** of the Executive Director's Office, Post Management Section, completed consultations on administrative matters at a number of west and central African posts. **M. IRENE SMOLIK** transferred from AID to assume duties as secretary in the Post Management Section. **ANGELA BARTOLOTTA** worked in Southern African Affairs, October 13-22, before leaving for assignment to Ethiopia. **JOYCE KASRAI**, secretary in Southern African Affairs, departed for the Office of Management Operations staff, October 17. **ALAN KEYES**, country officer for Botswana, Lesotho and Swaziland, was on an orientation trip through southern Africa, November 7-December 5. The Southern African Affairs deputy director, **DAN SIMPSON**, briefed a group of students from Juniata College, on southern Africa issues, November 5. On October 25, on CBS-TV, "60 Minutes" broadcast a 15-minute segment on the life at post of the teenagers of Ambassador Donald Petterson (Mogadishu), in a portrayal of the pluses and minuses of Foreign Service family life. Included were scenes of the family's visit to a Somali refugee camp. ☐

Arms Control and Disarmament Agency

Beginning October 17, a team of U.S. senior officials, headed by deputy director **SPURGEON M. KEENY JR.**, met for a month with Soviet counterparts in Geneva to initiate preliminary exchanges on arms control involving theater nuclear forces. The U.S.-Soviet Consultative Commission on SALT recessed October 24. The head of the U.S. delegation was Ambassador **ROBERT W. BUCHHEIM**. Tripartite negotiations in Geneva on a comprehensive test ban agreement recessed November 14. Ambassador **HERBERT F. YORK** headed the U.S. delegation in the negotiations with representatives of the Soviet Union and the United Kingdom. **LOWELL FLEISCHER** was a member of the U.S. delegation to the meetings at the United Nations, October 29-30, of the ad hoc committee on the Indian Ocean. The committee is studying the desirability of establishing an Indian Ocean "Zone of Peace." Director **RALPH EARLE II**, on the basis of performance during the past year, has issued bonuses or promotions to five career officials of the agency's Senior Executive Service. Cash awards for leadership and achievement went to executive secretary **NORMAN G. CLYNE**; **ALFRED LIEBERMAN**, director of the Office of Operations Analysis, and deputy assistant director **JAMES P. TIMBIE**. Promoted from SES-1 to SES-2 were **R. LUCAS FISCHER**, chief of the Regional Division of the Bureau of International Security Programs, and **RICHARD L. WILLIAMSON**, chief of the Nuclear Exports Division, Non-Proliferation Bureau. The agency's Meritorious Honor Award was given to **MARGOT MAZEAU**, who left Government service October 16, after seven years as an agency assistant general counsel. Mrs. Mazeau, who returned to private law practice in New Orleans, was cited for helping to negotiate the convention on the physical protection of nuclear material. She was a charter member of the agency's Senior Executive Service. **RAYMOND O. WATERS**, a law clerk in the Office of the General Counsel for the past year, has been appointed an agency attorney-adviser.

He received his bachelor's and law degrees from the University of Georgia, where he did legal research under former Secretary **DEAN RUSK**.

Colonel **JOHN RAYMOND** has been detailed to the agency by the U.S. Army. He replaces Colonel **STEVEN RASH** in the Weapons Evaluation and Control Bureau. A graduate of the U.S. Military Academy, he received both master's and doctoral degrees in political science at Princeton University. During his Air Force career, he has been an instructor at the Air Force Academy, a fighter pilot in Vietnam, a staff officer at the Pentagon and a squadron commander. He also served as deputy chief of the Policy Analysis Branch at Air Force headquarters, and came to the agency from Reese Air Force Base, Texas., where he was assistant wing operations officer. **JAMES A. NICHOLAS** is the agency's new accountant, replacing **CHARLES McANDREW**. After serving in the Army, Mr. Nicholas received his degree in accounting from Benjamin Franklin University, and worked for a private firm. He entered Government service in 1975 as a staff accountant with the Veterans Administration. **RICHARD W. GETZINGER** is leaving the agency, after two and a half years as a physical science officer in the Nuclear Energy Division, to accept an appointment with the Department of State as science attache at Embassy Ottawa. Professor **DUNCAN CLARKE**, author of "The Politics of Arms Control," spoke November 7 at an off-the-record seminar for agency personnel. He is an associate professor at American University and professor of foreign affairs at National Defense University. He has been a commentator on the agency for nearly a decade. ☐

Congressional Relations

Assistant Secretary **J. BRIAN ATWOOD** discussed "Foreign Policy, International Business and the U.S. Congress," at a luncheon meeting of the International Business Center of New England, November 10, in Boston. Later that day, he spoke to the Commercial Club of Boston. "Beleaguered Allies: Protecting U.S. Interests in an Unstable World" was the subject of a "Face-to-Face" dinner discussion, in which deputy assistant secretary **WALTER L. CUTLER** participated, at the Carnegie Conference Center, November 6. Mr. Cutler joined Ambassadors **WILLIAM SULLIVAN** and **VIRON VAKY** in the discussion, sponsored by the Carnegie Endowment for International Peace and the American Foreign Service Association. Mr. Cutler also spoke to the latest junior officer class, December 5. Congressional relations officer **TIM TOWELL** addressed the Cleveland (O.) Council on World Affairs, on Cuba, and later met with Case-Western Reserve University students to discuss U.S.-Cuban relations. ☐

Consular Affairs

Ambassador **DIEGO C. ASENCIO** chaired the consular conferences in New Delhi, October 27-30, and Casablanca, November 3-6. Attending with him were special assistant **RICHARD McCOY**; **JAMES L. WARD**, director of the Citizens Emergency Center in the Office of Overseas Citizen Services; **WESLEY PARSONS**, chief of the Post Liaison Division of the Visa Office; and **DAVID BLOCH**, management analysis officer. Following the conference, Mr. Ward attended the Flag Focus III Conference, evaluating emergency evacuation plans, and Mr. Bloch traveled to Jerusalem, at the consul general's request, to assist in a study of the consular section's physical layout. On October 18 Mr. Asencio traveled to Notre Dame University to meet with university president **THEODORE HESBURGH** and discuss immigration matters and the Select Commission on Immigration and Refugee Policy. Upon his arrival there, Mr. Asencio held a press conference, participated in a radio interview and spoke at the law school. On November 11, he traveled to Harvard to speak at the Newman Foundation for Journalism.

ROBERT DRY, in Overseas Citizen Services, spoke to the Patent Lawyers Club of Washington, on assistance rendered by the Department and consuls abroad in transnational litigation. The deputy assistant secretary for passport services, **NORBERT J. KRIEG**, honored employees, on October 14, who earned excellent performance evaluations and high-quality step increases. Exceptional recognition was given **ELLSWORTH M. BOOZE**, who received both a Meritorious Honor Award and a special cash award for his management of Passport Services' Diplomatic Visas Program. **JAMES C. MURRAY** was recently selected as chief of the Diplomatic Travel Branch. **GARY T. ROACH** was chosen for a position on Passport Services' Outside Acceptance Facilities and Insular Coordination Staff.

The Philadelphia Passport Agency reached 100% in both monetary and employee participation goals in the 1980 Community Fund campaign. **BRENDA MUHAMMAD**, the campaign coordinator, and the Philadelphia agency both received special achievement

CONSULAR AFFAIRS—Ambassador *Diego Asencio*, seated, center, in Toronto, attending his first consular conference as assistant secretary. Others are, left to right, seated: *Lawrence Goodrich*, Toronto; *Gwen Coronway*, Montreal; *Frederick Smith Jr.*, Toronto; *Josephine Patterson*, Calgary; *Catherine Barry*, Quebec City; *Brooke Holmes*, bureau management analysis officer. Standing: *Robert Mustain*, Toronto; *Michael Bellows*, Halifax; *Emily Hodges*, Toronto; *Richard McCoy*, special assistant; *Raymond Seefeldt*, Ottawa; *James Lynch*, Vancouver; *Larry Huffman*, Montreal; *Howard Steers*, Winnipeg; *Charles A. Anderson*, Toronto; *Carmen DiPlacido*, Overseas Citizen Services; *John Charlton* and *Ralph Walsh*, Toronto. ☐

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awards, November 17, from General J. ROWBOTHAM, chairman of the Philadelphia Combined Federal Campaign. Passport issuance for fiscal year 1980 remained at the 3,000,000 mark in spite of the downward trend in the economy and its impact on foreign travel. S. M. JEPPSON, agent-in-charge of the San Francisco Passport Agency, retired November 14 after some 40 years of Government service.

CORNELIUS D. SCULLY, director of the Office of Legislation, Regulations and Advisory Assistance, in the Visa Office, spoke at the New Jersey Institute of Technology, Division of Continuing Education, in Newark, on foreign business personnel and immigration laws. On November 3 he addressed the American Council on Immigration Personnel about employment of foreign personnel. New arrivals at the Visa Office are VAN CALDWELL and MARSHA KEYS, in the System Liaison and Procedures Division; GWENDOLYN PALMER, in Title IV Control and Reporting Division; GERALDINE MORAES, in the Coordination Division; CLAUDIA MARKS, in the Written Inquiries Division; and RACHEL SMITH, in the Telephone Inquiries Branch. The Visa Office's associate director, EDWARD KREUSER, with administrative officer, MERLE ARP, and ELIZABETH M. SWOPE, from the Office of Management Operations, traveled to Mexico City, at the embassy's request, for a pre-consular assistance team visit.

Joining the bureau's personnel section are PAUL ANDERSEN and JANET ORNDORFF. The bureau also welcomed its new Resources Management Division chief, DON JENSEN. ☐

East Asian and Pacific Affairs

CHARLES W. FREEMAN JR., director of the Office of Chinese Affairs, spoke at a conference at Pennsylvania State, in University Park, October 30, on U.S.-Chinese national security policies. The deputy director for the Office of Chinese Affairs, SCOTT HALLFORD, spoke at Boise State University, November 6, to a group of students and faculty about China and the Far East. He also addressed the Boise Rotary Club on that date, on trade with China. On November 7, he briefed Governor JOHN EVANS on U.S.-China relations. JEFFREY BUCZACKI, political-military officer, spoke at the State University college at Buffalo, about U.S.-China Affairs, November 15. Political officer JOHN PARKER addressed an adult education class in Martinsburg, W.Va., on U.S.-China relations, October 21. On November 9, he spoke on U.S.-China relations at Georgetown Presbyterian Church. RUTH GOLDBERG, economist, spoke to the East-West Committee of the U.S. Council of the International Chamber of Commerce, in New York, on U.S.-China economic relations. The office's deputy political chief, NEIL SILVER, spoke to a Prince George's County Community College foreign affairs seminar on U.S.-China relations, October 10. Political officer MARTHA SARDINAS addressed the Presbyterian Church in Berwyn, Pa., on U.S.-China relations, October 12.

From the Office of Japanese Affairs, country director WILLIAM CLARK participated in a foreign policy seminar at Berea College, Ky., October 14-15. Also from that office deputy director GERALD SUTTON and country officers JOE HAYES and GREGG RUBINSTEIN traveled to Japan, during September-October, for consultations, to attend bilateral meetings, and to escort Washington dignitaries. Ambassador MIKE MANSFIELD passed through Washington twice during October, to and from speaking engagements in North Carolina and Florida. He took a few weeks of home leave.

From the Office of Economic Policy, director WILLIAM PIEZ attended a multilateral trade negotiations conference in Kuala Lumpur, October 14-19, and accompanied Governor REUBIN ASKEW at his talks with Japanese government officials, on bilateral trade questions, October 20-24. Deputy director WALTER LUNDY spoke at the Industrial College of the Armed Forces, on East Asian economic policy, October 23. Economic officer JOHN GREGORE attended the seminar on Science and Technology for Development, at the Association of Southeast Asian Nations, October 9, and the association/U.S. Business Council meeting, October 10-11, in Singapore; the post multilateral trade negotiations conference, October 14-16; the 24th Asia-Pacific Chamber of Commerce conference, October 16-19; and the Foreign Commercial Service conference, October 20-21, in Kuala Lumpur. ☐

Economic and Business Affairs

HARVEY WINTER, director of the Office of Business Practices, was alternate head of the U.S. delegation to the annual meeting of the governing bodies of the World Intellectual Property Organization, in Geneva, September 22-26. Mr. Winter also chaired the meeting of the Assembly of the Patent Cooperation Treaty, at which a revised budget and a number of amendments to the treaty regulations were adopted. DANA MARSHALL of the Office of Business Practices attended meetings of the Permanent Committee and Industrial Development Board of the UN Industrial Organization, the week of October 13, at organization headquarters in Vienna. Serving as alternate U.S. representative, JOHN DAWSON of the Office of Monetary Affairs participated in the October 27 meeting of the Organization for Economic Cooperation and Development working party on Turkey's long-term economic prospectus. The meeting, chaired by the organization secretary general, heard a progress report from Turkish deputy prime minister, **TURGUT OZAL**, on Turkey's new stabilization program. Mr. Dawson also consulted with Embassy Paris on procedural questions concerning the Paris Club debt rescheduling operations.

RICHARD MUELLER, deputy director of the Office of East-West Trade, traveled to the People's Republic of China and to Japan, October 1-17, with a Commerce Department delegation, to discuss U.S. export licensing and general trade issues. The U.S. delegation to a special subcommittee meeting of the Coordinating Committee on Export Controls, held in Paris, November 5-6, was headed by **VICTOR COMRAS** of the Office of East-West Trade. **DONALD KURSCH** of the same office attended the Organization for Economic Cooperation and Development trade committee's working party on East-West trade, in Paris, October 27-28. **LEWIS COHEN**, deputy director of the Office of International Commodities, attended the first meeting of the preparatory commission of the Common Fund, in Geneva, October 20-24. The chief of the Tropical Products Division, **JOHN BARCAS**, led the U.S. delegation to the 3rd working group meeting on cotton development, in Rome, October 6-10. The meeting was sponsored by the UN Development Program and the World Bank, and included major producers and consumers of cotton. The U.S. delegation to the International Tin Council, led by **RALPH JOHNSON** of the Industrial and Strategic Materials Division, completed negotiation of a U.S. contribution of 1,500 tons of tin metal to the council's buffer stock, during its October 13-16 session. This was the first tin metal contribution received by the council during its 25-year history. The metal will be used, under the terms of the Tin Agreement, to moderate increases in world market tin prices. **RON WOODY** of the Industrial and Strategic Materials Division attended the second preparatory meeting for manganese, in Geneva, October 27-31, where he served as alternate representative of the U.S. delegation. Manganese is one of the commodities under consideration for international measures under the integrated program for commodities of the UN Conference on Trade and Development. **DANE F. SMITH**, chief of the Food Policy Division, visited Beijing, October 5-12, as the Department representative on a three-person team which negotiated a grain trade agreement with the People's Republic of China. The White House announced the signing of the four-year supply agreement, October 22.

New employees in the bureau include: **PETER KYROS** and **JOANNE ABRAHAM**, Office of Maritime Affairs; **JAMES SAVERY**, Office of Commercial Affairs; **DOLORES KOCSMAROS**, Office of the Deputy Assistant Secretary for Transportation and Telecommunications; **CONSTANCE SHIELDS**, Tropical Products Division; and **ANNE PARNHAM**, General Commercial Policy Division. □

European Affairs

Assistant Secretary **GEORGE S. VEST** traveled to Cleveland, October 23, to address the Foreign Affairs Commission of the American Jewish Committee, on the Helsinki process and the Madrid conference. Mr. Vest, with deputy assistant secretary **ROBERT BARRY** and **VLADIMIR LEHOVICH**, deputy director, Office of European Political and Security Affairs, and others from the Department, briefed students of the NATO Defense College, at the Department, November 4. Deputy assistant secretary **H. ALLEN HOLMES** traveled to Oslo to participate in the annual northern-area consultations with the Norwegians, followed by consultations in Stockholm, Helsinki and Copenhagen, October 18-26. Mr. Holmes also attended a NATO Council meeting in Brussels, October 27. Deputy assistant secretary **SHARON E. AHMAD** attended the Permanent Joint Board Defense meeting hosted by the Canadian army, in Quebec City, October 14-17. Mrs. Ahmad was accompanied on the trip by **GEORGE W. OGG**, deputy director, Office of Canadian Affairs. **WINGATE LLOYD**, director, Office of Canadian Affairs, addressed the members of the Committee on Foreign Relations, at Rochester, N.Y., October 28. **WILLIAM NEWLIN**, energy maritime officer, was in Ottawa, November 6-7, to attend energy consultative group meetings on Canada's national energy program, announced on October 28. **R.C. PORTER**, environmental officer, represented the Department at the International Joint Committee meetings on the Great Lakes, in Toronto, November 11-13.

DAVID K. EDMINSTER, depouty director, Office of Central European Affairs, addressed a meeting of 40 German lawyers sponsored by the Bureau of Public Affairs, September 29. **RICHARD HOOVER**, officer-in-charge of the Berlin unit, consulted in London, Paris, Embassy Berlin, Embassy Bonn and at U.S. Mission Berlin, September 15-October 1. **PETER SCHOETTLE**, political military officer for the Federal Republic of Germany, consulted in Embassy Bonn and at consulates general, and with the military in West Germany, and was a member of a panel on U.S.-German relations, at Catholic University, September 20-30. **THOMAS G. WESTON**, officer-in-charge of the Federal Republic of Germany desk, participated in a seminar in Chicago organized by the Chicago Council on Foreign Relations, October 8 and November 5-6. **WARD THOMPSON**, officer-in-charge of Swiss Austria affairs, consulted n Zurich, Bern and Vienna, October 24-November 5. **J.D. BINDENAGEL**, economic commercial officer for the Federal Republic of Germany desk, participated in a steel industry economics seminar at Howard University, October 28. **JOHN R. DOBRIN**, Berlin desk officer, consulted in U.S. Mission Berlin and Embassy Bonn, October 28-November 14.

PAUL L. LAASE, deputy director, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, visited the Raleigh, N.C., area, October 6-7, where he spoke to several groups at North Carolina State University and at the Triangle International Trade Association on U.S.-European relations.

ERIC REHFELD, special assistant, Office of European Political and Security Affairs, participated as part of the NATO U.S. delegation of senior NATO logisticians, at NATO headquarters in Brussels, the week of October 20. **SAMUEL WATSON** attended a symposium in Reston, Va., on Soviet political-military affairs in the 1980s, on September 26-27. **GAYLEN ROBERTS** traveled to Brussels, November 3, to attend the NATO multilateral review of the U.S. defense planning questionnaire response.

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LONDON—Ambassador *Kingman Brewster*, left, presents the John Jacob Rogers Award to administrative counselor *Daniel L. Williamson*. Behind Mr. Williamson is deputy chief of mission *Edward J. Streator* and, at right, security officer *Edward V. Hickey*. □

On July 30, the Federal Republic of Germany ambassador to the United States, PETER HERMES, and Mr. Vest, exchanged instruments of ratification of the extradition treaty between the United States and the Federal Republic of Germany. ☐

Inspector General's Office

Inspection teams in the field were expected to return by the end of last month. Inspector general ROBERT C. BREWSTER and deputy inspector general FRANCIS X. READY were making supervisory visits to inspection teams in Cairo, Mogadishu, Italy, Norway and Sweden. Effective November 16, LOIS A. VALK was designated secretary to the inspector general. ROBERT T. HENNEMEYER, consul general in Munich, will join the inspection staff as a senior inspector, in January.

GAIL S. CARROLL and WANDA A. TUCKER have joined the inspection staff as secretaries. ☐

INSPECTOR GENERAL's OFFICE—Inspector general *Robert C. Brewster*, left, presents Superior Honor Award to *Marvin F. Smith*, director of audit. *(Photo by David M. Humphrey, Visual Services)* ☐

Inter-American Affairs

Assistant Secretary WILLIAM G. BOWDLER was in New York to participate in consultations at the UN General Assembly, and to attend a reception given September 29 by SECRETARY MUSKIE, honoring Latin American ambassadors. On October 3 Mr. Bowdler cohosted, with the Inter-American Bar Association and the Bar Association of the District of Columbia, an eighth-floor reception in honor of Latin American ambassadors to the White House and the Organization of American States.

BRASILIA—At her retirement party, *Helena Amorim* receives Meritorious Honor Award from Ambassador *Robert M. Sayre*. At left is administrative counselor *Mac Gerlach*. ☐

Deputy assistant secretary JOHN A. BUSHNELL participated in the Council of the Americas panel discussion on Central America, in Washington, October 7. He also addressed the Secretary's meeting with Hispanic-American leaders, October 16, in the Department. On October 22, Mr. Bushnell addressed the members of the Association of the Bar of the City of New York. Mr. Bushnell addressed Columbia University international fellows, on October 23. He traveled to New Orleans, October 25-30, to attend the Panama Canal Commission board of directors meeting. He was accompanied by RICHARD R. WYROUGH, acting director of the Office of Panamanian Affairs. Deputy assistant secretary SAMUEL EATON addressed the Latin American affairs subcommittee of the Motor Vehicle Manufacturers Association, November 3. Mr. Eaton also traveled to Queenstown, Md., to participate in a Wilson Center conference on Latin America, October 12.

Deputy assistant secretary JAMES R. CHEEK participated in a Council of the Americas panel discussion on Central America, in Washington, October 7, as well as the Secretary's meeting with Hispanic-American leaders, October 16. During October 17-21, Mr. Cheek traveled to Bloomington, Ind., to address the Latin American Studies Association annual meeting, and proceeded to Omaha to participate in a number of public affairs events arranged by Senator EDWARD ZORINSKY. On October 29, Mr. Cheek addressed the UPI/Columbia University School of Journalism annual Cabot Awards luncheon, in New York. On September 26, in Miami, deputy assistant secretary R. MICHAEL FINLEY addressed the 3rd annual International Trade Seminar, on "U.S. Government Policy and the Private Sector in the Caribbean." The seminar was sponsored by the International Committee of the Coral Gables Chamber of Commerce and the School of Business Administration of the University of Miami. Deputy assistant secretary MARI-LUCI JARAMILLO participated in a Council of the Americas panel discussion on Central America, in Washington, October 7, as well as in the Secretary's meeting with Hispanic-American leaders, October 16.

GERALD C. McCULLOCH, nuclear nonproliferation officer, Office of Regional Political Programs, attended a workshop sponsored by the Department of Energy. The first part of the workshop, entitled "The Nuclear Fuel Cycle and Technical Aspects of Nuclear Weapons Proliferation," was held at Energy, October 21-23, and the second part was in Los Alamos, N.M., October 27-31. FRANK ALBERTI, deputy director for southern cone affairs, made a familiarization trip to Chile, Argentina, Uruguay and Paraguay, October 18-November 4. The Chile desk officer, PETER WHITNEY, ran his first marathon, November

2, in the annual Washington race sponsored by the Marine Corps. Unofficially, he finished 6,000th out of 10,000 runners. The Office of Brazilian Affairs deputy director **THOMAS M. COONY**, traveled to Brazil, September 23-October 17, for a principal officers meeting in Brasilia and visits to the five posts. In October and November, economic officer **FREDERICK BECKER** discussed Brazil and U.S.-Brazil relations at the National War College; with a group of students from William and Mary College; and at the Stamford Forum in Stamford, Conn. International relations officer **BONNIE FRANK** traveled to Lenoir Rhyne College, in Hickory, N.C., for a two-day seminar on Brazil, November 6-7. On November 12, 30 Brazilian members of the Brazil U.S. Chamber of Commerce visited the Department for a full day of discussions on U.S. Brazil relations.

Representatives from the Departments of Energy and Commerce also participated. □

International Boundary and Water Commission

U.S. Commissioner J. F. **FRIEDKIN** was named "Pan American Engineer of the Year" at the biannual convention of the Pan American Union of Associations of Engineers, in Mexico City, in October. The award was presented by Mexico's president, **JOSE LOPEZ PORTILLO**. Mr. Friedkin was cited for his accomplishments, covering more than 40 years, as an engineer and principal engineer, and for his work during the past 18 years as U.S. commissioner. The award was Mr. Friedkin's third this year. He recently received the Army's Certificate of Appreciation for Patriotic and Civilian Service.

He also won the rank of meritorius executive and a cash award of $10,000 from the State Department. □

International Narcotics Matters

Assistant Secretary **MATHEA FALCO** chaired a meeting of the U.S.-Mexican legal affairs group, October 27. They considered law enforcement issues of mutual concern. Deputy assistant secretary **JOSEPH H. LINNEMANN** recently participated in a seminar on Senior Executive Service sabbaticals, sponsored by the Office of Personnel Management and Princeton University, at the Woodrow Wilson School of Public and International Affairs. Mr. Linnemann also traveled to London to meet with British minister of state Nicholas Ridley, Foreign and Commonwealth Office, on initiating discussions on a mutual legal assistance treaty between Britain and the United States. **JOHN McGRUDER**, program analyst, spent five days in Bolivia reviewing and assessing the income substitution program. **JAMES VAN WERT**, executive director and controller, was attending the 50th session of the senior executive education program at the Federal Executive Institute, Charlottesville, Va.

In late October, **DEWEY WATKINS**, deputy controller, visited the American embassy in Mexico, to assist in the conversion of project accounting codes and to consult with personnel on processing bureau transactions at the Regional Administrative Management Center there. **MANUEL GALLARDO**, demand reduction adviser in the bureau, was a member of the panel on international narcotics control in Latin America, at the annual meeting of the Latin American Studies Association, at the University of Indiana, October 17-19. **JOHN McLAUGHLIN**, aviation adviser, led a survey negotiating team to East Asia for awarding contracts in support of Burma's aviation narcotics control program. The bureau welcomed **JOHN J. CONWAY**, formerly of the Office of Supply, Transportation and Procurement, as the newly-appointed deputy executive director; **MARY JEANNE REID MARTZ**, as program officer for Colombia, replacing U.S. customs officer **JOHN CROW**, who was assigned as customs attache in Bogota; and **LINDA GOWER**, as secretary to the director of the Office of Program Management. □

INTER-AMERICAN AFFAIRS—*T. R. Martin*, special assistant to the International Boundary and Water Commission, U.S.-Mexico, left, receives Secretary's Tribute of Appreciation and other awards and mementos, on retirement after 38 years of Government service. With him is *Everett E. Briggs*, director, Office of Mexican Affairs. *(Photo by Glenn E. Hall, Visual Services)* □

International Organization Affairs

Assistant Secretary **RICHARD McCALL** addressed the Council of Washington Representatives on the United Nations, October 8. On October 14, he spoke to the St. Louis Regional Commerce and Growth Association on "The United States, the United Nations and the Year 2000." While in St. Louis, he also delivered a speech, "The North South Economic Dialogue and the Role of the United Nations," at the Washington University Law School. On October 29, Mr. McCall addressed the Committee on Foreign Relations, in Birmingham, Ala., on "U.S. Leadership in Foreign Affairs: The Formulation and Conduct of Foreign Policy." On October 30, he spoke on the same topic before the Committee on Foreign Relations in Atlanta, Ga.

Deputy assistant secretary **SARAH POWER**, also a regent at the University of Michigan, introduced **SECRETARY MUSKIE** at the 20th anniversary celebration of the Peace Corps, at the University of Michigan, in Ann Arbor, October 14. Mrs. Power also spoke to the students and faculty of Bemidji State University, in Bemidji, Minn., October 30. Bureau executive director **RICHARD V. HENNES** visited the U.S. missions to international organizations in Paris, Vienna, Geneva and Rome, September 30-October 10. Mr. Hennes gave special attention to accommodations (particularly the new building in Geneva) and the relations between the Paris, Vienna and Rome missions and their supporting embassies. Deputy assistant secretary **MARION CREEKMORE** spoke at Mayor **MARION BARRY**'s District of Columbia Reception for United Nations Day, October 24. On November 7, he addressed a mock United Nations Assembly of senior high school students, at Xavier University, Cincinnati. He also spoke to a political science class at the university.

MELVYN LEVITSKY, director, Office of UN Political Affairs, traveled to Sioux City, Io., to participate in a symposium on "Alternatives to War," at Briar Cliff College, October 2-3. Mr. Levitsky was also in New York on October 15 to participate in the bilateral meeting with the Soviet Union. **LAUREL SHEA**, of that office, was in New York, October 22-November 7, as adviser to the delegation working on peaceful settlement of disputes and the item on charter review in the 6th Committee. **WILLIAM F. MENOLD**, of that office, was to be in New York, October 13 to the middle of this month, working with the First Committee of the UN General Assembly. **JOSEPH A. PRESEL**, of that office, was in Europe, October 7-13, where he attended the NATO disarmament experts meeting, in Brussels. **FRANK PROVYN** joined the office on October 14 as international administration officer, replacing **LOU HAGE**, who retired in August. Mr. Provyn spent October 16-17 in New York for orientation meetings.

The agency director for transportation and communications, **CONSTANTINE WARVARIV**, headed the U.S. delegation to the 45th session of the International Maritime Consultative Organization council, in London, and to the working group on assessment of contributions, October 20-31. **ISHMAEL LARA**, Agricultural Directorate, was in Rome, October 13-22, as a member of the U.S. delegation to the 10th session of the Committee on Food Aid Policies and Programs. As the governing body of the World Food Program, the committee discussed the proposed use of tighter criteria for food aid programs. On October 21, **JOHN D. FOX**, director, Office of Development and Humanitarian Programs, traveled to Storrs, Conn., to deliver a United Nations Day address at the University of Connecticut. Mr. Fox spoke on "The United Nations and Development: The Obligation for Optimism." In addition, he participated in a radio interview and a press conference. **HERBERT G. WING** and **RICHARD A. CHRISTENSEN**, Office of Development and Humanitarian Programs, visited UNICEF and the U.S. mission to the United Nations, October 21-22, in connection with briefings by UNICEF executive director **JAMES P. GRANT** and his staff. They also attended a working luncheon given by Ambassador **JOAN SPERO** and the U.S. representative to the Commission for Social Development, **RUTH MORGENTHAU**, for "Friends of Social Development," at the United Nations. **HARRY GLAZER**, chief of the Division for Economic Development, in the Office of Development and Humanitarian Programs, attended the third consultation on the fertilizer industry, conducted under the auspices of the UN Industrial Development Organization, in Sao Paulo, Brazil, September 29-October 3. In addition to heading the U.S. participation in these discussions, he served as chairman of the working group on insurance claims against consequential losses. At the end of the consultation, Mr. Glazer proceeded to Rio de Janeiro, where, on October 6-7, he met with principals responsible for projects being executed by the UN Fund for Population Activities, the UN Development Program, and the UN Industrial Development Organization. In addition to these discussions, he was given an extensive tour of Rio slums, wherein the UN Fund for Population Activities-funded activity is being carried out. On October 13-21, **DANIEL T. FANTOZZI**, Office of Development and Humanitarian Programs, traveled to Vienna to attend the 14th session of the permanent Committee of the Industrial Development Board, of the UN Industrial Development Organization.

ANN F. WAGGONER began a detail to the Office of Development and Humanitarian Programs on November 3, from AID. **MARK G. DAVISON**, of the Human Rights Directorate, has joined the U.S. delegation to the 35th session of the UN General Assembly. **T. MICHAEL PEAY**, from the Office of the U.S. Ambassador to the United Nations, has transferred to the Office of the Legal Adviser. **DOROTHY DeANDREA**, from the Health and Narcotics Directorate, has retired.

JAY BLOWERS, **J. L. WHITMORE**, **JAMES CORSON** and **PHYLIS RUBIN**, of the U.S. Man and the Biosphere Secretariat, attended the 16th meeting of the U.S. National

Committee for the Man and the Biosphere, in Tucson, Ariz., October 27-29. Mr. Blowers attended a planning conference on "Management of Island Resources: The U.S. Virgin Island Experience," in St. Thomas, U.S. Virgin Islands, October 8-9. **BERNARD ENGEL**, **RICHARD NOBBE** and **WILLIAM HARLEY**, U.S. National Commission for UNESCO, attended the 21st UNESCO general conference in Belgrade, September 23-October 28. **FRANK GARDNER** of the Office of International Conferences attended the UNESCO general conference from September 16 to October 10. **GEORGE FURNESS**, deputy director, Office of International Conferences, attended the International North Pacific Fisheries Convention meeting, hosted by the United States in Anchorage, November 4-6. **CHUCK REILLY** of the Office of International Conferences served as conference administrative officer at the UN General Assembly, September 22-October 26.

JIM LANE of the office served as administrative support officer, September 25-October 2. ☐

U.S. Mission to United Nations

On October 16, Ambassador **DONALD F. McHENRY**, U.S. permanent representative, traveled to Boston, to address students at the John F. Kennedy School of Government, Harvard University, on "Issues Before the United Nations Today." While in Boston, he also spoke at the World Affairs Council on UN issues. On October 17, he addressed the Dade County Community Relations Board annual meeting, in Florida. This is a group established to promote understanding and improve relations between racial and ethnic minorities in the Miami region. On October 23, he spoke in New York, at the St. Bartholomew Church noontime series, on "Challenge and Celebration: A New Decade." On October 24, he addressed the Cleveland (O.) City Club, on "United Nations' 35th Anniversary." He also spoke to students at Ohio State University, in Athens, on the same topic. On October 29, he addressed the Direct Mail Marketing Association's annual conference in Chicago, on "The Challenge of the 1980s." He was the keynote speaker of the Midwestern Regional Black Law Students Association conference, on "Taking Care of Our Own." On October 30, he spoke on UN issues at the World Affairs Council in Riverside, Calif., and at the Town Hall West Forum, in Los Angeles, on "Refugees: The Global Challenge." On October 31, he was the main speaker at the reopening of the Robert Maynard Hutchins Center for the Study of Democratic Institutions, now affiliated with the University of California at Santa Barbara. He also spoke to the membership of the Los Angeles County Bar Association, on "New Nationalism," with reference to Third World development. On November 3, he addressed the Howard University Senate, in Washington, on "Issues Before the United Nations."

On October 20, Ambassador **WILLIAM J. VANDEN HEUVEL**, deputy U.S. representative, addressed the John F. Kennedy School of Government faculty and graduate students, and also students of the Fletcher School of Law and Diplomacy, Tufts University, on issues before the 35th General Assembly. At Tufts, he participated in a panel workshop on "Diplomacy and International Organizations." On October 22, together with Ambassador **RICHARD PETREE**, he briefed Senator **CHARLES PERCY** (R.-Ill.) on arms control and the Iran-Iraq conflict. On October 24, he traveled to Fort Worth to address business leaders, public figures and students at the Texas Wesleyan College United Nations Day luncheon. On October 27, he gave the Coller Memorial Lecture at Hillcrest Jewish Center, speaking on the United Nations and Israel. On October 29, he briefed a group of 200 from the National Councilof Jewish Women, on their annual visit to the United Nations, on issues before the United Nations. On October 31, he discussed these issues with students from St. Lawrence University, N.Y. On November 3, he spoke to 35 parliamentarians and political party leaders from western Europe and Canada on the European Community, the United States and the United Nations. On November 11 he spoke to New School associates on "Foreign Policy Issues in the '80s."

Mr. Petree, U.S. deputy representative to the Security Council, briefed the following groups on issues before the 35th General Assembly: West Point cadets, October 7; Coast Guard wives, October 23; Inter-American Defense College, October 30; and senior international officers of the Naval Command College, October 31. On October 23, he spoke to representatives of nongovernmental organizations on the Middle East and, on November 7, he was keynote speaker for the 1980 Model UN Security Council, at Yale University.

On October 16, Ambassador **JOAN E. SPERO**, U.S. representative to the Economic and Social Council, participated in a panel discussion at the Center for Inter-American Relations on "Economics of Third World Development: A View from the U.S. Mission." She also addressed a meeting of nongovernmental organization representatives. On October 23, she spoke at Carnegie Center, New York. On October 24, she spoke to members of the Federal Reserve Bank, New York, on the north-south dialogue on economic issues.

On October 21, Ambassador **H. CARL McCALL**, U.S. representative for special political affairs, was presented the Adam Clayton Powell Award for Public Service, by the Opportunities Industrialization Center of New York. On October 24, he addressed a luncheon in Dallas and a dinner in Tulsa, on "The United Nations Today." On October 26, he participated in a service at Community Church, in Manhattan, followed by a panel discussion, "Focus on the Middle East." On November 12, Ambassador McCall gave one of a series of lectures on the situation in southern Africa, at St. Peter's Lutheran Church, New York.

On October 29, a roundtable discussion was held at the mission, on narcotics. Participating were Mr. McCall; **JULIO MARTINEZ**, director of the New York State Division of Substance Abuse; **ROBERT MORGENTHAU**, New York County district attorney; **SIEGLINDE ROSER**, second secretary of the mission of the Federal Republic of Germany to the United Nations; Congressman **LESTER WOLFF**, House Select Committee on Narcotics, Abuse and Control; **MATHEA FALCO**, assistant secretary of state, Bureau for International Narcotics Matters; and **DONNELLY A. SOHLIN**, deputy executive director of the UN Fund for Drug Abuse Control. There were three afternoon seminars at the mission during the month for representatives of nongovernmental organizations. On October 28, a session on "After Copenhagen: Program of Action at the 35th General Assembly" was held. Participating in this three-hour seminar, were Mr. McHenry; Ms. Spero; **VIVIAN LOWERY DERRYCK**, deputy assistant secretary for Equal Employment Opportunity; **MAUREEN WHALEN**, deputy director, U.S. Secretariat for the World Decade for Women, and **KORYNNE HORBAL**, U.S. representative on the UN Commission on the Status of Women. On October 30, **GEORGE MOOSE**, deputy political counselor, and **LANNON WALKER**, deputy assistant secretary, African affairs, spoke on U.S. policy in Africa, with an emphasis on current issues concerning southern Africa at the United Nations. On November 6, Ambassador **CHARLES FLOWEREE**, U.S. representative to the Committee on Disarmament, spoke on disarmament issues at the 35th General Assembly.

Briefings that were given by mission staff included, among others:

October 16, political counselor **DIRK GLEYSTEEN**, Masonic Lodge #233 in Manhattan and, on November 4, Chase Manhattan Bank seminar for international bankers; October 24, **THOMAS VIOLA**, press officer, citizens of Old Bennington, Vt., and, on November 5, a high school class from Bernardsville, N.J.; **MARY LEE GARRISON**, political adviser, at Boston College, November 6, on the situation in Africa; **WILLIAM RENISON**, the Western Electric Management Group, on the north-south dialogue; November 6, **DON PIERSON**, administrative officer, on the function of the mission, to the Central Connecticut State College Student Government Association and the New Brunswick (N.J.) boy scouts; November 11, **JOAN DICKIE**, press officer, a group of international relations students from William and Mary College. Ms. Dickie also addressed, on State's behalf, a group of high school students from Soco, Me., October 29 and November 13. ☐

Near Eastern and South Asian Affairs

On October 15, deputy assistant secretary **JOSEPH TWINAM** traveled to Detroit, where he met with members of the Urban Forum of the General Motors Corp., to discuss the overall Mideast situation. Mr. Twinam also participated in the conference, "Critical Issues in American Foreign Policy in the '80s," in Denver, October 25, under the sponsorship of the Council on Foreign Relations. He took part in a panel session on implications of regional crises. **EDWARD L. PECK**, director of the Office of Egyptian Affairs, traveled to Ft. Campbell, Ky., to brief members of the 101st Airborne Division prior to their participation in a Rapid Deployment Joint Task Force exercise in Egypt. **GEORGE B. LAMBRAKIS**, director, Office of Regional Affairs, participated, as the State representative, in a command post exercise at Fort Bragg, N.C., at the end of October. The deputy director, Office of Israel and Arab-Israel Affairs, **JOHN L. HIRSCH**, addressed the Jewish Council of Metropolitan New Jersey, November 6. **WILLIAM L. SIMMONS**, deputy director, Office of Pakistan, Afghanistan and Bangladesh Affairs, visited Pakistan, October 11-25, for consultations with overseas posts and for orientation purposes. **ROBERT G. DEASON**, deputy executive director, has returned from an orientation trip to posts, including Beirut, Amman, Jerusalem, Tel Aviv, Cairo, Karachi, Islamabad, New Delhi and Dacca.

Col. **WOOLF P. GROSS**, political-military adviser, Office of Regional Affairs, addressed members of the World Affairs Council in Sacramento, and students and faculty, Northern California Forensics Association of California State University at Chico, October 9-12. **GEORGE LAMBRAKIS**, **PHILIP RIZIK** and **PETER DODD**, Office of Regional Affairs, were among those attending the annual Islamic Studies Conference, in Washington, November 7-9. Regional political adviser **EDRIC SHERMAN** attended the Department of Energy nuclear fuel cycle course, October 21-31, in Washington and Los Alamos. He then spent several days speaking to civic and college groups in Kansas, where he had previously served on a Pearson assignment. Economic officer **JOHN SPILLANE** traveled to Jerusalem, to take part in the negotiations of the U.S.-Israel oil memorandum of agreement, September 19-25.

RABAT, Morocco—Ambassador *Angier Biddle Duke*, seated, right, signs labor services contract which, for the first time, provides local retirement, social security and health and medical benefits to more than 90 embassy contract employees and their families. *Charles Collins*, seated, left, is chairman of Embassy Cooperative Association, the contractor. Counselor for administration *John C. Garon* is at right, hands clasped. Personnel officer Robert C. Courtney was the person who negotiated the contract. □

EDWIN P. CUBBISON, Office of Israel and Arab-Israeli Affairs, visited Egypt, Israel and Jordan, September 18-October 2, and **THEODORE H. KATTOUF** from the same office visited Egypt, Israel and the Sinai Field Mission, September 26-October 12. **W. ALAN ROY**, country officer for Libya, spoke to members of the Prince George's Community College seminar on foreign policy, in the Department, October 27, giving an overview of Mideast policy. **RONALD NEUMANN**, country officer for Jordan, addressed the same subject before the international fellows program of Columbia University on October 23. **LAWRENCE N. BENEDICT**, country officer for Bangladesh, has been assigned as economic officer for Turkey, in the Bureau of European Affairs.

THOMAS J. TURLEY JR. has departed the bureau for his new assignment as general services officer in Muscat.

TERRI TEDFORD, secretary, Office of India, Nepal, Sri Lanka, Maldives and Bhutan Affairs, has left for French language training at the Foreign Service Institute.

MICHELLE KAMINSKY recently arrived as new secretary in the Office of India, Nepal, Sri Lanka, Maldives and Bhutan Affairs.

Ambassadors on consultation in the Department included the following: **JOHN WEST**, Saudi Arabia; **ALFRED L. ATHERTON JR.**, Egypt; **JOHN GUNTHER DEAN**, Lebanon; **SAMUEL W. LEWIS**, Israel; **NICHOLAS A. VELIOTES**, Jordan; and **TALCOTT W. SEELYE**, Syria.

At a bureau award ceremony, October 29, Assistant Secretary **HAROLD H. SAUNDERS** presented length-of-service awards to **EDWIN CUBBISON**, **MARY ANN RACKEY**, **MICHAEL ARIETTI**, **JANE COON**, **JOHN COUNTRYMAN**, **GILBERT HARCUM**, **PETER CONSTABLE** and **DAVID A. KORN**. A Department of Defense Certificate of Appreciation was presented to **WILLIAM HELSETH**, a Meritorious Honor Award to **JAMES E. TAYLOR**, for performance at Embassy Kabul, a Superior Honor Award to **SAMUEL F. HART**, for performance at Embassy Tel Aviv, a group Superior Honor Award to the bureau budget office, where **L. AUDREY BURLEY**, **MARYLU CARNES**, **DON C. JENSEN** and **LAVERNE SOLOMON** are staff members. □

Oceans and International Environmental and Scientific Affairs

During October, Assistant Secretary **THOMAS PICKERING** participated in a number of "Global 2000" events, including a follow-up meeting in Washington, October 14, cochaired with **ROBERT HORMATS**, deputy U.S. trade representative, and attended by representatives of the countries that attended the June economic summit in Venice. In response to invitations from organizations interested in the "Global 2000" report, Mr. Pickering addressed a Population Resource Center luncheon, October 22, and an International Environmental Forum luncheon, October 23, both in New York. On October 27, he addressed the Council on Foreign Relations in New York and, on October 28, in Washington, he addressed the Meridian House "Global Connection" conference.

The United States and Portugal signed a fisheries agreement, October 16. The agreement spells out the arrangements between the two countries relating to fishing activities by Portuguese vessels within the 200-mile fishing conservation zone of the United States. It will enter into force upon the completion of the internal procedures of both governments. The ambassador of the United States for oceans and fisheries affairs, **MORRIS BUSBY**, signed for the United States, and **JOSE ALBUQUERQUE**, secretary for state for fisheries, signed for Portugal. Both men expressed satisfaction with the new accord, which will serve to strengthen bilateral relations. Mr. Busby noted that this is the first fisheries agreement entered into by the United States expressly for the purpose of promoting increased trade opportunities for the U.S. fishing industry. Mr. Busby signed a protocol extending the interim convention on protection of North Pacific fur-seals, October 14. Japan, Canada, the USSR and the United States are parties to this convention, which will continue in force until October 1984. The convention has protected and managed fur seal stocks in the North Pacific since 1957.

LEE STEVENS, Office of Marine Science and Technology Affairs, traveled to Idyllwild, Calif., to attend the annual meeting of the California Cooperative Oceanic Fisheries Investigations. He met with marine scientists at La Jolla, Calif., and addressed the annual meeting of the Research Vessel Operator's Council in Port Aransas, Tex. **CARL PRICE** has joined the Office of Marine Science and Technology, from the Office of Fisheries Affairs. The deputy assistant secretary for science and technology affairs, **NORMAN TERRELL**, headed the U.S. delegation to the annual coordinating group meeting of the U.S.-Mexico Mixed Commission on Science and Technology, October 23-24, in Mexico City. Accompanying Mr. Terrell was **BILL LONG**, director of the Office of Food and Natural Resources. Mr. Long spoke to Mexican government officials on the conclusions and implications of the "Global 2000" report. During that visit, consultations on the status of U.S.-Mexico cooperation on arid lands and desertification control were included. **TADAO KOBAYASHI**, deputy director of the Office of Cooperative Science and Technology Programs, received a Meritorious Honor Award for the development of expanded cooperative science and technology programs between the United States and Japan in the non-energy areas, and for his contributions relative to the U.S.-Japan cooperative science and technology agreement signed by **PRESIDENT CARTER** and the late Japanese **PRIME MINISTER OHIRA** on May 1. **JACK MENDOHLSON**, deputy director of the Office for Cooperative Science and Technology Programs, headed the U.S. delegations to the U.S.-Yugoslav Joint Board meeting in Skopje, Yugoslavia, October 20-24, and to meetings in Rome with Italian officials on U.S.-Italian science and technology cooperation, October 27-28. He was accompanied by **SIDNEY FRIEDLAND**, European programs officer of the Office of Science and Technology Programs.

The deputy assistant secretary for environment, health and natural resources, **MARY ELIZABETH HOINKES**, addressed a meeting of the League of Women Voters in Old Lyme, Conn., on the "Global 2000" report, October 22. Ms. Hoinkes headed the U.S. delegation to the 8th session of the senior advisers to the Economic Commission for European Governments on Environmental Problems, in Geneva, October 27-31. **JACK BLANCHARD**, Office of Environment and Health, also served on the delegation. **DONALD R. KING**, director of the Office of Environment and Health, attended the annual meeting of the U.S. National Committee for Man and the Biosphere Program, in Tucson, October 26-29. He also attended the workshop on carbon dioxide held by the National Commission on Air Quality, in St. Petersburg, Fla., October 30. **WILLIAM J. WALSH**, Office of Environment and Health, served as executive secretary of the U.S.-Japan Cooperative Medical Science Committee meeting, in Tokyo, October 13-18. **SUE PATTERSON**, Office of Environment and Health, served on the U.S. delegation to the chemicals group meeting of the Organization for Economic Cooperation and Development, in Paris, October 20-25. **EDWARD C. BITTNER**, deputy director for the Office of Food and Natural Resources, participated in the Economic and Social Commission for Asia and the Pacific Committee on Natural Resources meeting on water resources, in Bangkok, September 30-October 6. **DAVID McCLINTOCK**, Office of Food and Natural Resources, spoke to the biannual meeting of the National Plant Genetics Resources Board, October 23, concerning the Department of State's interest and involvement in global plant germplasm conservation efforts. □

LISBON—*Robert Illing*, right, consul in Porto, Portugal, is congratulated by Ambassador *Richard J. Bloomfield*—on receiving Meitorious Honor Award from the Bureau of Oceans and International Environmental and Scientific Affairs, where Mr. Illing was previously assigned.☐

Personnel

Representatives from the Director General's Office have been visiting posts to brief employees on the new Foreign Service Act. Ambassador **HARRY G. BARNES JR.** recently returned from Central America, Brazil and eastern and southern Africa, and Ambassador **ANDREW STEIGMAN** from Australia, New Zealand, Fiji and Papua New Guinea. Ambassador **RON PALMER** visited central Africa, western Europe and the Far East. **BILL BACCHUS** traveled to Europe and Rabat, and **JIM MICHEL**, of the Legal Adviser's Office, visited Cairo, Athens and Paris.

Deputy assistant secretary **CLINT LAUDERDALE** was to brief employees in eastern Europe, India and Turkey, in early December. □

Politico-Military Affairs

Office of Security Assistance and Sales: Director **JAMES P. FARBER** represented the bureau at the annual Pacific Command Conference, in Honolulu, October 28-30. Mr. Farber also addressed the annual Defense Institute of Security Assistance Management seminar, at the National War College, Fort McNair, October 16. Officer **EDWARD KELLY** and Captain **RON ARTIM** attended the executive course at the Defense Institute for Security Assistance Management, Wright-Patterson Air Force Base, O., October 20-24. **JON GIBNEY** joined the staff in early October, as a regional officer.

Office of International Security Operations: Director **DAVID M. EVANS** headed a State-Defense negotiating team which visited Cairo, late September through early October. **MARGUERITE COOPER KING** visited Scott Air Force Base, Ill., October 30, for a briefing of the U.S. delegation on treaty negotiations concerning military airlift command activities in Spain. **CHRISTINE HANSON** joined the office as secretary to the director. Commander **WAYNE ARNY**, U.S. Navy, recently joined the staff.

Office of System Analysis: Director **ARNOLD KANTER** traveled in Europe, from October 18 to November, under ICA auspices. He spoke to groups in Germany, France and the United Kingdom about U.S. strategic nuclear policy and about planning for southwest Asia.

Office of Disarmament and Arms Control: Director **MARK PALMER** was deputy chairman of the U.S. delegation in Geneva discussing arms control involving long-range theater nuclear forces.

Office of International Security Policy: **DAVID N. SCHWARTZ** and **DAVID A. WEISZ** recently joined the staff. ☐

Public Affairs

Ten university professors participated in a scholar-diplomat seminar on European affairs, October 6-10, under the sponsorship of the bureau. The scholars attended briefings at the Department given by officers from European Affairs, Intelligence and Research and the Executive Secretariat. They also attended the Department's noon press briefing, and met later with the Department's spokesman. The final day of the seminar was highlighted by an informal session with the host, Assistant Secretary **GEORGE VEST**. **IRENE PIECHOWICZ** of European Affairs and **MARIE BLAND** of Public Programs coordinated the week's activities. **BARBARA SHANKS** has been reassigned from the Executive Director's Office to the bureau's front office. She is to be secretary to the senior deputy assistant secretary, **TERRY McNAMARA**.

Office of the Executive Director: **DIANA McCAFFREY** of Personnel has been selected to serve as secretary to the Personnel and Budget Office. **WILLIAM ROBERTSON** has been reassigned from the Bureau of Consular Affairs to the Message Center. **EVELYN PAPPAS** resigned in October.

Office of the Historian: At joint ceremonies in Washington and Moscow, September 3, a volume of American-Russian historical documents, "The United States and Russia: The Beginning of Relations, 1765-1815," was released to the public. This 1,184-page book, comprising 560 documents, represents the culmination of four years work by members of the Office of the Historian. The volume is expected to be a significant historic source on this period of Russian-American relations. The Department's historian, **DAVID TRASK**, recently published an article entitled "William Shepherd Benson," in "The Chiefs of Naval Operations," Robert William Love Jr., ed. (Annapolis, Maryland: Naval Institute Press, 1980, pp. 3-20). Deputy historian **WILLIAM Z. SLANY** attended the 73rd annual meeting of the Pacific Coast branch of the American Historical Association, in Los Angeles, August 20-23. He participated in a panel which discussed "Public Policy and Historical Research." **MADELEINE CHI** contributed a chapter entitled "Ts'ao Ju-lin: His Japanese Connections" to "The Chinese and the Japanese: Essays in Political and Cultural Interactions," published by Princeton University Press in August. **N. STEPHEN KANE** attended the meeting of the Society for Historians of American Foreign Relations, at the University of Maryland, August 15. He also delivered an address on "The United States and Latin America: A Changing Relationship," at the U.S. Naval Academy, in Annapolis, October 8. On September 22, **JIM MILLER**, previously of the National Archives, joined the office's General and European Division. **AARON MILLER** has been reassigned from the office to the Bureau of Intelligence and Research. **EUNICE EDWARDS** left the office and is now working at the Foreign Service Institute.

Office of Public Communication: **MARIE SORBELLO** joined the office in October. She has been assigned to the Correspondence Management Division as a clerk-typist. **MARY PENSABENE** was selected through the Merit Promotion Program to be a writer-editor in the Correspondence Management Division. Ms. Pensabene was formerly with the Secretary's Office.

Office of Public Programs: **DIXON BOGGS**, director of the Public Programs, and **CONSTANCE DUNAWAY**, program officer for the Northeast, visited New York, October 21, where they met with representatives of the Jewish Community Relations Council, the Foreign Policy Association, and the Appeal of Conscience Foundation. On October 22, they visited in Boston with executives of First National Bank of Boston, the International Business Center of New England, the Greater Boston Chamber of Commerce, the World Affairs Council, the Pan American Society, the United Nations Association, the Boston Foreign Trade Association, and the Massachusetts Foreign Business Council. **HENDRICK WOODS**, chief of the Northern Division, advanced the Secretary's speaking trips to Milwaukee, Ann Arbor, Minneapolis and Portland. Ms. Dunaway advanced the Secretary's trip to New York, where he spoke at a Jewish Community Relations Council meeting and an Economic Club dinner, October 28. **GLADYS LUJAN** of the Northern Division served as a member of the advance team for the Secretary's recent speaking trips to Pittsburgh, Chicago and Scranton-Wilkes Barre. **LORRAINE HYNES** of the Southern Division advanced the Secretary's trip to Memphis, for a town meeting, October 6. **JOYCE YUTZY** of the Western Division advanced the Secretary's visit to the University of Notre Dame, October 11, where he addressed 1,200 students and faculty on the "Fragility of Peace." **MONICA JANZER** of the Western Division traveled to the Pacific northwest, September 20-30, on a survey trip of Portland, Salem, Seattle and Tacoma. **DIANE KELLY** of the National Capital Division arranged a meeting in the Department, October 9, for the leaders of the American section of the World Jewish Congress. Assistant Secretary **RICHARD L. McCALL** of International Organization Affairs hosted a luncheon for the group, and the Secretary met informally with them. Ms. Kelly also arranged a meeting for the American Committee for Irish Studies, October 10. Academics from universities throughout the country participated in an all-day program of briefings on Ireland. The highlight of the program was the opening remarks of the Irish ambassador, **SEAN DONLON**. **MARY L. JONES** has been reassigned from the Bureau of Consular Affairs to the National Capital Division. **LOUIS ALLEVA** entered on duty November 11; he is assigned to the Travel Unit. **DIANE ACKERMAN**, of the University of California at Davis, is serving as an intern. **MARY STROMAN**, secretary to the director, retired November 30 after 31 years of service. She said she plans to travel and spend time with her seven grandchildren. ■

BOOKFAIR—*Michael* and *Jane Owens*, with *Jennifer* and *Patrick*, were among patrons who set new records at the annual event sponsored by the Association of American Foreign Service Women. The total gross was $60,000, representing the highest receipts ever. Nearly 100,000 books and artifacts were sold. Tax-deductible contributions for next year's Bookfair may be taken to Room 8326. ☐

OBITUARIES

James A. Donovan Jr., 64, archivist of the ICA, who served in the old Bureau of Educational and Cultural Affairs for 18 years, died of cancer on October 31 at Washington Hospital Center.

A native of New York, he earned a bachelor's in German from Yale University and studied at the Linguistics Institute of the University of Michigan. He was a special agent with the Federal Bureau of Investigation before joining the State Department in 1946. Mr. Donovan was chief of the American Grantees Section, Division of Exchange of Persons, and chief of the Foreign Grantees Section. In 1959, after serving as chief of the Leaders Division, he received the Department's Meritorious Honor Award. From 1960 until 1972, Mr. Donovan was staff director of the U.S. Advisory Commission on International Educational and Cultural Affairs. The director of the Special Projects Staff for two years, he served as director of the bureau's history project from 1973 until the bureau merged with USIA to form ICA in 1978.

Mr. Donovan was a member of the Alexandria School Board, 1961-67, and chairman of the Alexandria Advisory Committee on Adult Education, 1964-67. A member of the Thoreau Society, he was founder and editor of the Samuel Butler Newsletter, published for admirers of that 19th-century author, and was also a member of the Society of Former Special Agents of the FBI. He leaves his wife, of 4100 Cathedral Ave. N.W., Washington, D.C. 20016, two sons, one stepdaughter, two sisters, one grandchild and three stepgrandchildren. ☐

Cornelis Goinga, 69, a Foreign Service officer who retired in 1971 after serving as commercial officer in Kuala Lumpur for eight years, died of a heart attack in Seoul, Korea, on October 1. A native of the Netherlands, he served overseas in the Army during the war. Mr. Goinga worked in Berlin for the Office of Military Government of the United States, and served with the Economic Cooperation Administration as a financial officer, in Frankfort. He was a trade control officer in Bonn, and then served in Paris for two years as a trade intelligence officer with the International Cooperation Administration. Joining the State Department in 1958, he was assigned to the U.S. mission to NATO and the European regional organizations. From 1961-63, he was detailed to the Department of Commerce. Mr. Goinga leaves his wife, of 2850 NE 8 Ct., Pampano, Fla., 33062. ☐

Saul Moskowitz, 65, a retired Foreign Service officer, died on September 16. He began his 22-year career in 1949 as a field representative for the Office of the General Counsel in Bonn. Assigned to the Foreign Service Institute in 1956, he helped to develop its first management training program. After a detail to the Department of Labor, he went on to serve as labor officer in Bogota and consular officer in Frankfort.

A native of New York, Mr. Moskowitz held a bachelor's from Brooklyn College, a master's from Columbia and a law degree from the University of Munich. He was an Army officer during the war, then served in military government in Bavaria with the Prisons Division. Mr. Moskowitz leaves his wife, of 4 Dorchester Rd., Scarsdale, N.Y. 10583, one daughter, twin sons, his father and one brother. ☐

North Burn, 58, a retired Foreign Service officer who was second secretary in Paris, 1960-62, died on September 8 in Bellingham, Wash., his native state. A graduate of the University of Washington, he earned a master's and Ph.D. at Fletcher School of Law and Diplomacy. He also attended Cambridge University in England. During the war, Mr. Burn was an Army captain overseas. Joining the Foreign Service in 1951, he served as vice consul in Sydney and Manila. From 1955 to 1960, he was assigned to the Department.

After retiring in 1962, Mr. North worked in college administration, first as vice president for development at Mills College, Oakland, Calif., then as coordinator for a five-college consortium in the Amherst, Mass., area. He was also active in local politics on Walden Island, Puget Sound, where he had lived since 1975. ☐

Paul L. Dillon, 54, a Foreign Service officer since 1965, died of a lung ailment at Georgetown University Hospital on October 31. He served in Mexico for four years, and was then appointed political officer in Rome. After three years in Washington, he went to New Delhi as economic commercial officer.

A native of Boston and a graduate of Boston University, Mr. Dillon served in the Marine Corps in Hawaii during the war. He then served both here and in Germany as a civilian personnel officer with the Department of the Army. Survivors include his wife, three sons, four daughters, two brothers and two sisters. The family suggests contributions to the American Lung Association. ■

"People who need people" is more than the lyric to a song. It's one out of every three citizens in the metropolitan Washington area, including those helped by Betterment for United Seniors. This Combined Federal Campaign agency, with over 4,000 members, works for the special needs of the elderly. People helping people is the only way.

The Combined Federal Campaign of the national capital area is a once-a-year solicitation of federal employees for the support of voluntary health and social service agencies in the United Way. It's practical for you to contribute to all these agencies with a once-a-year donation. This year's 17th annual campaign will support 212 voluntary organizations, 20 more than last year.

Help support voluntary agencies by giving to the Combined Federal Campaign. ☐

LIBRARY BOOKLIST

International finance

A selection of recent books. Call numbers are given for those in the Department Library.

International banking

Aronson, Jonathan David. *Money and Power: banks and the world monetary system.* Beverly Hills, Sage, 1978. 224p. HG3881.A774

Banker Research Unit, ed. *Banking structures and sources of finance in the European Community.* 3rd ed. London, Financial Times Business Publishing, 1979. 367p.

Banker Research Unit, ed. *Banking structures and sources of finance in the Far East.* 2nd ed. London, Financial Times Business Publishing, 1980. 339p.

Curran, William. *Banking and the global system: the role of banking in the modern world and its interaction with the economic, political and social environment.* Cambridge, Woodhead-Faulkner, 1979. 182p.

Davis, Steven I. *The management function in international banking.* New York, Wiley, 1979. 166p.

Donaldson, T. *Lending in international commercial banking.* New York, Wiley, 1979. 187p.

Hudson, Nigel R. L. *Money and exchange dealing in international banking.* London, Macmillan, 1979. 135p.

Mayer, Helmut W. *Credit and liquidity creation in the international banking sector.* Basel, Bank for International Settlements, 1979. 65p.

Zwass, Adam. *Money, banking and credit in the Soviet Union and Eastern Europe.* White Plains, N.Y., M.E. Sharpe, 1979. 233p. HG186.E82Z82

Debt and international payments

Abbott, George C. *International indebtedness and the developing countries.* White Plains, N.Y., M.E. Sharpe, 1979. 312p.

Angelini, Anthony, et al. *International lending, risk and the Euromarkets.* London, Macmillan, 1979, 213p. HG3891.5.A53

Bank for International Settlements. *Payment systems in eleven developed countries.* Park Ridge, Ill., Bank Administration Institute, 1980. 209p.

Fisher, Frederick G. *The Eurodollar bond market.* London, Euromoney Publications, 1979. 200p.

Franko, Lawrence G. and Marilyn J. Selber, eds. *Developing country debt.* New York, Pergamon Press, 1979. 309p. HJ8899.D48

Geisst, Charles R. *Raising international capital: international bond markets and the European institutions.* Westmead, England, Saxon House, 1980. 165p.

Goodman, Stephen H., ed. *Financing and risk in developing countries.* New York, Praeger, 1978. 103p. HG4517.F47

International Economics Study Group. *Trade and payments adjustment under flexible exchange rates: papers of the Second International Conference of the International Economics Study Group, edited by John P. Martin and Alasdair Smith.* London, Macmillan, 1979. 250p.

Mendelsohn, M. S. *Money on the move: the modern international capital market.* New York, McGraw-Hill, 1980. 291p.

Mezneric, Ivan. *International payments with special regard to monetary systems.* Alphen aan den Rijn, Sijthoff and Noordhoff, 1979, 269p.

Orion Bank Limited. *International capital market: an investors' guide.* London, Euromoney Publications, 1979. 99p.

Schmidt, Wilson E., ed. *The U.S. balance of payments and the sinking dollar.* New York, New York Univ. Press, 1979. 157p. HG3883.U5S37

Other aspects

Aliber, Robert Z. *Exchange risk and corporate international finance.* London, Macmillan, 1978. 164p. HG4028.I53A35

Aliber, Robert Z. *Stabilising world monetary arrangements.* London, Trade Policy Research Centre, 1979. 46p.

Beenstock, Michael. *The foreign exchanges: theory, modelling, and policy.* London, Macmillan, 1978, 163p. HG3821.B4

Bigman, David and T. Taya, eds. *The functioning of floating exchange rates: theory, evidence, and policy implications.* Cambridge, Mass., Ballinger, 1980. 419p. HG3821.F84

Brown, Brendan. *The dollar-mark axis: on currency power.* New York, St. Martin's Press, 1979. 154p.

Brown, Brendan. *Money hard and soft: on the international currency markets.* London, Macmillan, 1978. 183p. HG3851.B76

Cohen, Benjamin J. *Organizing the world's money: the political economy of international monetary relations.* New York, Basic Books, 1977. 310p. HG3881.C568

Dormael, Armand Van. *Bretton Woods: birth of a monetary system.* London, Macmillan, 1978. 322p. HG205 1944.U4D6

Fratianni, Michele and Theo Peeters, eds. *One money for Europe.* London, Macmillan, 1978, 224p. HG3894.053

Gold, Joseph. *Legal and institutional aspects of the international monetary system: selected essays.* Washington, IMF, 1979. 633p. HG3881.G525

Jacque, Laurent L. *Management of foreign exchange risk: theory and praxis.* Lexington, Mass., Lexington Books, 1978. 285p.

Katz, Samuel I., ed. *U.S.-European monetary relations.* Washington, D.C., American Enterprise Institute, 1979. 282p. HG3881.U355

Kettell, Brian. *The finance of international business.* London, Graham and Trotman, 1979. 275p.

Hellman, Rainer. *Gold, the dollar, and the European currency systems: the seven year monetary war.* New York, Praeger, 1979. 189p. HG3881.H41413

Levcik, Friedrich, ed. *International economics—comparisons and interdependences.* New York, Springer-Verlag, 1978. 528p. HF1411.I51733

McKinnon, Ronald I. *Money in international exchange: the convertible currency system.* New York, Oxford Univ. Press, 1979. 294p. HG3881.M2737

Rendell, Robert S., ed. *International financial law.* London, Euromoney Publications, 1980. 319p.

Riechel, Klaus-Walter. *Economic effects of exchange-rate changes.* Lexington, Mass., Heath, 1978. 155p. HG3826.R46

Saunders, Christopher Thomas, ed. *Money and finance in East and West.* New York, Springer-Verlag, 1978. 272p. HG3881.M585

Walmsley, Julian. *A dictionary of international finance.* Westport, Conn., Greenwood Press, 1979. 270p.

Watts, Nita G. M., ed. *Economic relations between East and West.* London, Macmillan, 1978. 246p. HF499.E27■

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

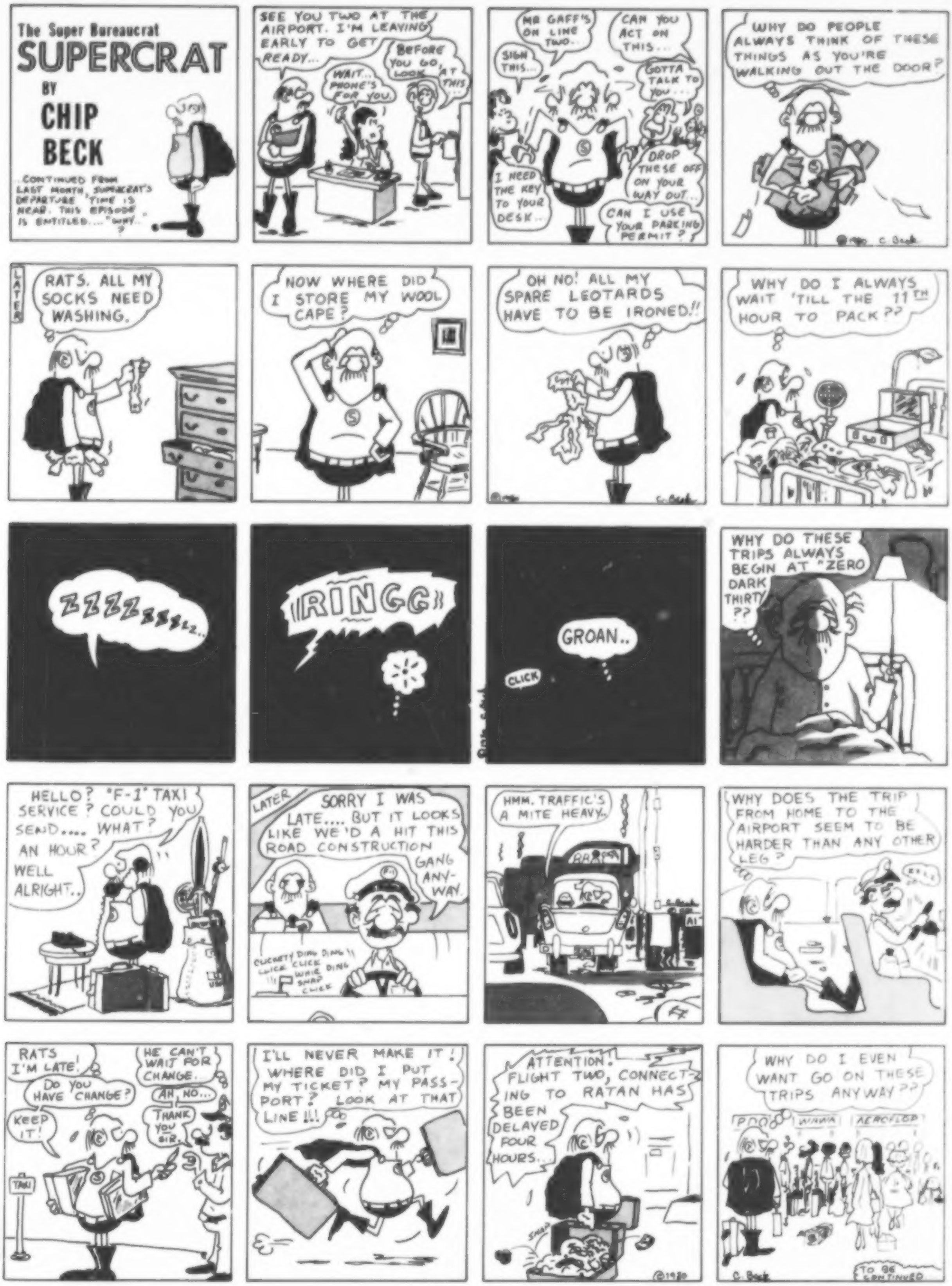
—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

—Daily newspapers (back issues on microfilm) □


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
..CONTINUED FROM LAST MONTH, SUPERCRAT'S DEPARTURE "TIME IS NEAR. THIS EPISODE IS ENTITLED...."WHY..?
SEE YOU TWO AT THE AIRPORT. I'M LEAVING EARLY TO GET READY...
WAIT... PHONE'S FOR YOU.
BEFORE YOU GO, LOOK AT THIS...
MR GAFF'S ON LINE TWO..
CAN YOU ACT ON THIS...
SIGN THIS...
GOTTA TALK TO YOU...
I NEED THE KEY TO YOUR DESK..
DROP THESE OFF ON YOUR WAY OUT...
CAN I USE YOUR PARKING PERMIT?
WHY DO PEOPLE ALWAYS THINK OF THESE THINGS AS YOU'RE WALKING OUT THE DOOR?
©1980 C. Beck
LATER
RATS. ALL MY SOCKS NEED WASHING.
NOW WHERE DID I STORE MY WOOL CAPE?
OH NO! ALL MY SPARE LEOTARDS HAVE TO BE IRONED!!
©1980 C. Beck
WHY DO I ALWAYS WAIT 'TILL THE 11TH HOUR TO PACK??
ZZZZzzzz..
RINGG
GROAN..
CLICK
WHY DO THESE TRIPS ALWAYS BEGIN AT "ZERO DARK THIRTY"??
HELLO? "F-1" TAXI SERVICE? COULD YOU SEND.... WHAT? AN HOUR? WELL ALRIGHT..
LATER
SORRY I WAS LATE.... BUT IT LOOKS LIKE WE'D A HIT THIS ROAD CONSTRUCTION GANG ANY-WAY.
CLICKETY DING DING CLICK CLICK WHIR DING SNAP CLICK
HMM. TRAFFIC'S A MITE HEAVY..
WHY DOES THE TRIP FROM HOME TO THE AIRPORT SEEM TO BE HARDER THAN ANY OTHER LEG?
RATS I'M LATE!
DO YOU HAVE CHANGE?
KEEP IT!
HE CAN'T WAIT FOR CHANGE..
AH, NO...
THANK YOU SIR.
TAXI
I'LL NEVER MAKE IT! WHERE DID I PUT MY TICKET? MY PASS-PORT? LOOK AT THAT LINE!!!
ATTENTION! FLIGHT TWO, CONNECT-ING TO RATAN HAS BEEN DELAYED FOUR HOURS...
SNAP
©1980
WHY DO I EVEN WANT GO ON THESE TRIPS ANYWAY??
POO
AEROFLOP
C. Beck
TO BE CONTINUED

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